



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

Distr.  
GENERAL

CEDAW/C/USR/3  
4 September 1991

ENGLISH  
ORIGINAL: RUSSIAN

---

Committee on the Elimination of Discrimination  
against Women (CEDAW)

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

Third periodic reports of States parties

UNION OF SOVIET SOCIALIST REPUBLICS\*

---

\* For the initial report submitted by the Government of the USSR, see CEDAW/C/5/Add.12; for its consideration by the Committee, see CEDAW/C/SR.14 and CEDAW/C/SR.19, and Official Records of the General Assembly, thirty-ninth session Supplement No. 45 (A/39/45), paras. 90-122; for the second periodic report submitted by the Government of the USSR, see CEDAW/C/13/Add.4 and CEDAW/C/13/Add.4/Amend.1; for its consideration by the Committee, see CEDAW/C/SR.145 and CEDAW/C/SR.147, and Official Records of the General Assembly, forty-fourth session, Supplement No. 38 (A/44/38), paras. 337-374.

V.91 28529 1754E

94-50188

## INTRODUCTION

1. The United Nations Convention on the Elimination of All Forms of Discrimination against Women, adopted by the United Nations General Assembly on 18 December 1979, was ratified by the USSR Supreme Soviet on 23 January 1981.
2. The present document is the third report submitted by the USSR in accordance with the provisions of the Convention. In the report attention is basically focused on information which is not contained in the first and second reports. It covers the period from 1987 to 1991.
3. The report was prepared taking account of the requirements and recommendations of the United Nations Committee on the Elimination of Discrimination Against Women on the basis of information received from Governments of the Union Republics, ministries and authorities of the USSR responsible for ensuring the implementation of the provisions of the Convention, and from public social organizations.
4. Part I of the report contains material of a general nature: legal measures adopted, and national mechanisms, structures and institutions established to ensure the fulfilment of the provisions of the Convention. It includes descriptions of the social and economic situation, an analysis of progress achieved, further ways of ensuring all-round development and improvement of the status of women, and a statistical survey.
5. Part II considers the legislative, administrative and other measures which have been taken in the USSR with the object of complying with the relevant articles of the Convention.

## PART I

### 1. General background information

6. The period covered by the present report was characterized for the USSR by an intensification of the restructuring process.
7. At the same time interest in women's problems has been activated. A more widespread awareness is taking shape in the country of the need to raise the status of women in society as part of the global problem of human rights, and to establish optimal conditions for the development of each individual. At the present time success has been achieved in eliminating or alleviating the problems to which women are subject at work, in society and in relation to protection of maternity. Legal limits on the permissible loads for women in lifting and carrying heavy weights by hand were lowered; special assistance measures for women in career development were prepared; comprehensive special programmes for reduction of manual labour, relating to various branches of economic activity, were introduced.
8. The USSR Government developed and extended the system of material assistance to families with children, which in the last analysis provided some improvement in the condition of women in the family. The scale of allowances was repeatedly revised upwards, particularly for single mothers, wives of

serving members of the armed forces and disabled children. New allowances were introduced, and housing benefits were established for single mothers, for the birth of twins and for large families. Entitlement to loans on easy terms was established for young families. Free medicines for children up to three years and free baby food products for children up to the age of two years from large and low-income families were introduced.

9. In connection with the greater involvement of women in public industry a course was run on the development of consumer and commercial service enterprises and their organization at the workplace.

10. In order to alleviate acute problems in the service sphere the Government undertook a serious economic programme aimed at redistributing material and financial resources for the benefit of areas of the social services (education, health, culture) which play a decisive role in determining prospects for activating individuals.

11. In the years 1986-1990 the volume of inputs compared with the previous five-year period grew as follows: housing - by 114 per cent, general education schools - by 134 per cent, pre-school establishments - by 134 per cent, polyclinics - by 132 per cent, hospitals - by 106 per cent, cultural clubs and centres - by 140 per cent.

12. These important measures gave significant results: the number of divorces fell, a decline in child mortality was achieved, there was a steady trend towards fewer maternity deaths, and the female crime rate fell.

13. The radical changes occurring in the USSR are affecting all spheres of public life - political, economic, social. In the political sphere there is a transition taking place from a unitary form of government to sovereignty, democracy and openness, in the economic sphere, from a dirigistic-bureaucracy system to a market economy, in the social sphere, from an all-embracing and State-centred paternalism to the sovereignty of the individual, freely determining his own course in life. Society is on the move. Comparing the present situation with the period featured in the second periodic report, we can speak of achievements along the way we have come. In the political field, we have glasnost, the abolition of political censorship, freedom of statistical information and a multi-party system based on the amendment of article 6 of the USSR Constitution. In the economic field, there is above all the proclamation of pluralism of ownership, the acceptance of private ownership, transfer of land to those who work it, and the gradual introduction of market forces to regulate the economy.

14. In the social sphere, there is the differentiation of people's incomes and economic situation, new motivation for labour activities, and the forming of a society which gives priority to human individuality.

15. However, while the processes of restructuring bring with them a series of progressive elements which affect society as a whole, they have a greater impact on women, irrespective of age, level of education and type of work. And indeed, for women, in the transition period, these processes are proving more painful.

16. In evaluating what has happened in general, it is necessary to highlight three main elements.

17. The political changes in society, despite a formal decline in the share of women in the organs of power, have led to an increase in the political activity of women. An independent stratum of women-leaders, albeit thin, is more and more clearly emerging. It was not by accident that a movement arose for the election of a woman as president of the country.

18. In the economic sphere, with the transition to market relations, the formation of independent groups of women entrepreneurs is on the one hand increasingly noticeable, while on the other hand there is the ever-growing reality of unemployment, which first and foremost affects women since they are the less qualified part of the labour force.

19. As a result of social changes, stratification occurs not only along social lines but also directly between the sexes.

20. In order to achieve a comprehensive solution to the problems of women, the family and protection of the mother and child, the first USSR Congress of People's Deputies in 1989 instructed the USSR Council of Ministers to prepare a special programme targeting improvement of the status of women in all spheres of their lives and work. The draft of that document, "Fundamental State policy for improving the status of women, the family and protection of maternity and children", was prepared by the USSR Ministry of Labour and Social Affairs in collaboration with the Governments of the union republics, ministries and departments, and scientific and public organizations in the country. This year it was submitted by the USSR Cabinet of Ministers to the President of the USSR.

BASIC AIMS OF STATE POLICY FOR IMPROVING THE STATUS OF WOMEN,  
THE FAMILY, AND PROTECTION OF MATERNITY AND CHILDREN

21. Formation of a new social atmosphere in society, oriented towards priority for universal human values;

22. Achievement of real social equality for women, State assistance to women to choose freely their living arrangements, way of life, preference for this or that sphere of activity at various stages of their careers, and expanded opportunities for exercising women's interests and talents in any sphere of community life, based on the high social significance of occupational, family, domestic, community, political and cultural activity for the development of the individual and of society as a whole;

23. Establishment of conditions for working women, which would not restrict other socially significant functions, in particular, motherhood; reduction in general workloads, healthier working conditions, development of different forms of economic activity and labour regimes, allowing the woman herself to decide where and how she will work;

24. Reorientation of social policy from the traditional increasing of reliefs and privileges for women, to raising their social and professional status, extending their participation in branches of commerce and industry applying new techniques and technology and calling for higher qualifications;

25. Formation from the ranks of women of a contemporary type of worker with dynamic social characteristics, of a high professional level, with a developed spirit of initiative and enterprise, and capable of high labour productivity, of changing workplaces as a function of changing economic situations, of competition in the labour market and of ensuring adequate conditions for their livelihood in a market economy;

26. Strengthening of the social protection of women at the most complex periods of their lives: starting work, forming a family, maternity, temporary unemployment, vocational training, retirement etc.; prevention of new forms of discrimination against women, particularly in relation to family responsibilities, during the transition to market relations;

27. Strengthening of the family, raising its status in society, ensuring favourable conditions for its all-round development, the right to choose forms of economic, social and demographic behaviour acceptable to it, and enhancing the role of the family in the socialization of new generations, in stabilizing social relations and in the continuing progress of society;

28. Formation of relations of equal rights in the social partnership of spouses in the family, equitable distribution of family responsibilities among members of the family; increasing the responsibility of the family, the responsibility of both parents for the family's material well-being and the upbringing of the rising generation; State contribution to the growth of the economic independence of the family and increasing family earnings in market economy conditions, such as by expanding family forms of employment;

29. Social support for low-income families, which by objective criteria are in disadvantaged conditions (families with a single breadwinner, with disabled children, large families, pensioners' families, families with members temporarily unemployed either because of the birth of a child or through loss of a job. Introduction of a fundamentally new system of family allowances;

30. Family planning assistance: access to medical and social help for every family;

31. Improvement of health of mothers and children, reduction of maternal and child diseases and mortality, child disabilities, bringing up a healthy generation. On the basis of the implementation of a package of political, economic, health, medical and other measures designed to establish optimal conditions of life, work, social conditions, studies and leisure of women, children and youth and protection of the environment.

(a) Legal principles ensuring the equality of women in the USSR

32. The provisions of the Convention are implemented in the USSR through national legislation.

33. The full equality of citizens of the USSR irrespective of their sex is a fundamental principle of all areas of Soviet legislation: administrative, State, family, civic, labour and others.

34. USSR citizens enjoy full social, economic, political and personal rights and freedoms, proclaimed and guaranteed by the USSR Constitution and Soviet

laws. The State supports the extension of rights and freedoms, and the improvement of the standard of living of citizens through the implementation of programmes for the socio-economic and cultural development of the country (article 39 of the USSR Constitution, 1977).

35. The period under review has been marked by intensive legislative activity. After two years of operation of the new Soviet parliament, an integrated system comprising a new type of legislation has been established, and over one hundred laws have been promulgated. These are mainly laws concerning the constitutional basis of the State system and democracy. One of the largest packages of legislative acts relates to the introduction of economic reform, the transition to a market economy and the establishment of new economic mechanisms. A block of laws was passed changing the economic basis of Soviet society. Fundamental legislation on land and on leasing; laws on property, enterprises, cooperatives, the general principles of private enterprise, banks, consumer protection; basic civic legislation and basic legislation on investment activity in the USSR. There was a debate on the first reading of a draft law on the indexing of incomes and on denationalization and privatization of enterprises. Laws guaranteeing the political rights of the citizen were revised and strengthened. These included laws on USSR citizenship, the press and other mass information media, public associations, rights of trade unions, and freedom of worship and religious organizations. The level of legal protection of the Soviet citizen has been significantly raised.

36. Legislation has been enacted and is in force which applies both to the population in general and to women and the family in particular (see annex 1).

37. Starting from these basic principles, all areas of the revised national legislation ensure the full rights of women in the USSR.

38. The content of the constitutional, administrative and other provisions adopted in the current period is considered in the text of the report with reference to the articles of the Convention.

- (b) National mechanisms: structures, organs and institutions, whose functions include ensuring in practice the principle of equality of women and men

39. At the general union level the policy of ensuring equality of women and men is being formed and discussed by the highest organs of the State authorities and administration:

(a) USSR Congress of People's Deputies and USSR Supreme Soviet;

(b) USSR Cabinet of Ministers (formerly USSR Council of Ministers);

(c) USSR Ministry of Labour and Social Affairs (formerly USSR State Committee for Labour).

40. In the above-mentioned organs, during the review period, special permanently operational functional subdivisions were established, charged with drawing up and implementing State policy for the improvement of the status of women, the family and children.

41. In accordance with the resolution of the USSR Supreme Soviet of 7 June 1989 on "Committees of the USSR Supreme Soviet" (Gazette of the USSR Congress of People's Deputies and USSR Supreme Soviet, 1989, No. 1, article 33), the Committee of the USSR Supreme Soviet for Women's Affairs, Protection of the Family, Maternity and Children was established at the level of the highest organ of State authority and is now operational. By resolution No. 2037-1 of 20 March 1991 of the USSR Supreme Soviet, it was renamed Committee of the USSR Supreme Soviet for Women's Affairs, the Family and Demographic Policy. The basic functions of the Committee are:

- Development of the conceptual approaches of State policy;
- Preparation of related draft laws of the USSR, development of proposals and conclusions of draft laws for submission to the USSR Supreme Soviet and the USSR Congress of People's Deputies;
- Monitoring of implementation of legislation on women's rights, protection of maternity and children, State support for the family and so on.

42. Similar structures have been established in the republican legislative bodies.

43. Proceeding from the need to stimulate attention to the status of women in the executive organs of Government, the need for the quickest possible solution of the problem of improving the status of women in the country, for strengthening the family, for strengthening the economic and social protection of maternity and childhood, for protection of women's work and health, and for lightening domestic work and living conditions, the USSR Council of Ministers, by its resolution of 31 July 1989 (SP USSR, 1989, No. 28, article 111), established the Department of the USSR Council of Ministers for Women's Affairs, Protection of the Family, Maternity and Childhood.

44. The Department is responsible for studying and resolving the whole range of problems stated, coordinating the activities of ministries and authorities of the USSR and the Governments of the union republics in the areas concerned, as regards the development of the State programme for improving the status of women in the USSR and establishing machinery for monitoring its practical implementation.

45. This Department of the USSR Council of Ministers has been given analytical, expert, coordinating and organizing functions. The following matters fall within its competence:

- Analysis and summary of statistical data, and the results of scientific and sociological research;
- Monitoring the implementation of current programmes;
- Highlighting trends in the change in the status of women, and development of guidelines and methods for solving the problems involved;

- Informing members of the Government of the USSR and the heads of ministries and authorities of the USSR on the above matters;
  - Study and synthesis of experience of legislative regulation of family policy and social assistance to women and children in the republics and also abroad;
  - Organization of the preparation and monitoring of the implementation of specific resolutions of the USSR Supreme Soviet and the USSR Cabinet of Ministers on women's and family problems;
  - Expertise on newly passed laws and resolutions of the USSR Government on matters affecting women's interests;
  - Initiating the consideration of matters relating to the status of women in executive organs of union ministries and departments;
  - Setting up training systems on problems of women and the family and for persons working in management;
  - Influencing changes in public awareness aimed at raising the status of women.
46. Under the former USSR State Committee for Labour (now USSR Ministry of Labour), a Directorate for family affairs and protection of maternity and childhood was set up in 1989.
47. The functions of the Ministry of Labour include:
- Elaboration of a system, adapted to the market economy, of minimum general State social security and support for families with children, workers with family responsibilities and working women, providing effective social protection to these sections of the population; preparation of draft legislation and regulations on the foregoing matters;
  - Elaboration of All-Union positive actions which would provide women, on the same footing as men, with equal opportunities and conditions in the field of employment, working conditions and pay;
  - Participation in the preparation at union republic level of special programmes for improving the status of women and the family; comprehensive analysis of the practical implementation of these programmes in respect of problems within the competence of the USSR Ministry of Labour and Social Affairs;
  - Statistical analysis at All-Union and regional levels and conduct of research into the aforementioned problems, and preparation on this basis of proposals for improving existing conditions;
  - Study and dissemination of foreign and domestic experience of social assistance to families with children and establishment of conditions for the achievement of equal opportunity for men and women at the workplace;



- Coordination of the activities of republican administrative organs for the implementation of general State policies in relation to women and the family in the field of employment and social security;
- Coordination of the training of teams of social workers for providing services to families with children;
- Collaboration with the USSR Pension Fund, the USSR State Social Insurance Fund and other funds for social assistance to families with children, workers with family responsibilities and working women;
- Initiating and coordinating scientific research and sociological investigation into the above-mentioned problems with the participation of All-Union and republican scientific research organizations;
- Monitoring the observance in the country of international conventions sponsored by the United Nations and its specialized agencies in relation to women, the family and children in the field of employment and social security and assistance; organization of joint activities with union republics on this matter;
- Preparation in collaboration with the union republics of reports on problems of improving the status of women and implementation of family policy in the field of employment and social assistance, for submission to the USSR Cabinet of Ministers.

48. Special administrative subdivisions are being formed also at the level of republican and local organs of State authority and administration.

49. Under the Council of Ministers, a Committee for Women's Affairs, the Family and Demographic Policy has been established in the Russian Federation; in Uzbekistan and Tadzhikistan, there are committees for women's affairs and the family.

50. In a number of republic Governments, there are sections concerned with these problems. In the Ukraine, Estonia and Moldavia consultants for women's and family affairs have been appointed.

51. Special machinery is being established in many executive committees of regional councils of people's deputies, the most active being in the Russian Federation and Uzbekistan.

52. In various union ministries and also in enterprises, services have been set up or responsible persons appointed to introduce policies for improving the status of women.

53. The establishment of new components of the national machinery has had a positive influence on the growth of country-wide public interest in women's problems.

## DISSEMINATION OF INFORMATION ON THE CONVENTION

54. The USSR Ministry of Foreign Affairs published the text of the Convention in 1989 (75,000 copies printed), which was included in the collection "The USSR and international cooperation in the field of human rights".\* The collection was intended for distribution through the book trade, and also appeared in libraries. At the present time, a second edition of the collection is in preparation to take account of new documentation. In 1991 the Department for Women's Affairs of the USSR Council of Ministers ran a special course on "The status of women in contemporary society. Family policy. Social aspects of the protection of maternity and childhood"\*\*\* (30,000 copies printed) in which the Convention was also published. Texts of the Convention have been published in the union republics in the national languages.

### I. Features of the social situation

#### (a) Territory and population

55. The territory of the USSR covers 22,403,000 km<sup>2</sup>. The average population density in the country at the beginning of 1989 was 12.9 persons per km<sup>2</sup>, with 37 in the European and 5 in the Asiatic part.

56. According to the census, the population of the Soviet Union in the period from 1979 to 1988 increased by 24.3 million, or 9 per cent, and on 12 January 1989 totalled 286.7 million, 188.8 million in urban areas and 97.9 million in rural.

57. In the same period the proportion of women in the overall urban population declined from 53.4 to 53.0 per cent, and in the overall rural population from 53.4 to 52.4 per cent.

58. In 1989, in the population as a whole, the proportion of women of 55 years of age or more was 23.6 per cent, with the figure for urban areas 22 per cent and for rural areas 26.6 per cent.

---

\* The USSR and international cooperation in the field of human rights: documents and facts. Moscow, International Relations, 1989.

\*\* The status of women in contemporary society. Family policy. Social aspects of the protection of maternity and childhood. Moscow, Minuralsibstroy, 1991.

(b) Change in the composition of the population by nationality

59. Changes in the numbers of the permanent population of indigenous nationalities corresponding to the union republics between the censuses of 1979 and 1989 in the country as a whole are reflected in the following data:

|                  | <u>Thousands of people</u> |             | <u>1989</u>             | <u>Per cent of total</u> |             |
|------------------|----------------------------|-------------|-------------------------|--------------------------|-------------|
|                  | <u>1979</u>                | <u>1989</u> | <u>as %<br/>of 1979</u> | <u>1979</u>              | <u>1989</u> |
| Total population | 262 085                    | 285 743     | 109.0                   | 100                      | 100         |
| Russians         | 137 397                    | 145 155     | 105.6                   | 52.4                     | 50.8        |
| Ukrainians       | 42 347                     | 44 186      | 104.3                   | 16.2                     | 15.5        |
| Byelorussians    | 9 463                      | 10 036      | 106.1                   | 3.6                      | 3.5         |
| Uzbeks           | 12 456                     | 16 698      | 134.1                   | 4.8                      | 5.8         |
| Kazakhs          | 6 556                      | 8 136       | 124.1                   | 2.5                      | 2.8         |
| Georgians        | 3 571                      | 3 981       | 111.5                   | 1.4                      | 1.4         |
| Azerbaijanis     | 5 477                      | 6 770       | 123.6                   | 2.1                      | 2.4         |
| Lithuanians      | 2 851                      | 3 067       | 107.6                   | 1.1                      | 1.1         |
| Moldavians       | 2 968                      | 3 352       | 112.9                   | 1.1                      | 1.2         |
| Latvians         | 1 439                      | 1 459       | 101.4                   | 0.5                      | 0.5         |
| Kirghiz          | 1 906                      | 2 529       | 132.7                   | 0.7                      | 0.9         |
| Tadzhiks         | 2 898                      | 4 215       | 145.5                   | 1.1                      | 1.5         |
| Armenians        | 4 151                      | 4 623       | 111.4                   | 1.6                      | 1.6         |
| Turkmenians      | 2 028                      | 2 729       | 134.6                   | 0.8                      | 1.0         |
| Estonians        | 1 020                      | 1 027       | 100.7                   | 0.4                      | 0.4         |

60. The growth in individual nationalities between 1979 and 1989 occurred at varying rates, mainly dependent on the variations in the birth rate. Thus the number of Tadzhiks, Turkmenians, Uzbeks and Kirghiz, together with Kazakhs and Azerbaijanis, which are characterized by a high birth rate, increased in all by 9.8 million, or 31 per cent while the population of the other nine indigenous nationalities corresponding to the union republics grew by 11.7 million or 6 per cent.

61. The differences in the rates of growth has led to appreciable shifts in the nationality structure of the population. Thus, out of the total population, the proportion of the most numerous Slavonic nationalities (Russians, Ukrainians and Byelorussians) declined from 72.2 per cent in 1979 to 69.8 per cent in 1989. At the same time, the proportion of Uzbeks, Kazakhs, Azerbaijanis, Kirghizs, Tadzhiks and Turkmenians rose from 12 per cent in 1979 to 14.4 per cent in 1989.

62. In the census, along with nationality, a breakdown was made of the mother tongue of the peoples of the USSR and of a second language spoken fluently by the subjects surveyed. The results obtained show that 92.7 per cent of the population of the country consider their national language as their mother tongue and 7.3 per cent, the language of another people (the corresponding figures for 1979 were 93.1 per cent and 6.9 per cent). The most widely

distributed language is Russian. It is designated as their mother tongue by 163.5 million people (1979 - 153.5 million people), of whom 144.8 million are Russian and 18.7 million are of other nationalities. In addition, 69 million people indicated Russian as a second language which they can speak fluently (1979 - 61.3 million people). On this basis, according to the 1989 census, Russian was given as mother tongue or second language by 232.5 million people, or 81.4 per cent of the total population of the country (1979 - 81.9 per cent). Ukrainian, Byelorussian, Uzbek and a number of other languages of the peoples of the USSR are also widely spoken.

63. The following table shows the distribution of the populations of nationalities corresponding to the union republics by nationality and language:

|                  | Number of people by given nationality, thousands |         | People who consider language of nationality as mother tongue, % |      | Out of the total, people of a given nationality who speak fluently a second language of the USSR, % |      |       |      |
|------------------|--|---------|---|------|---|------|-------|------|
|                  | 1979   | 1989    | 1979  | 1989 | Russian   |      | Other |      |
|                  |  |         |   |      | 1979  | 1989 | 1979  | 1989 |
| Total population | 262 085  | 285 743 | 93.1  | 92.7 | 23.4  | 24.3 | 4.7   | 5.3  |
| Russians         | 137 397  | 145 155 | 99.9  | 99.8 | 0.1   | 0.2  | 3.5   | 4.1  |
| Ukrainians       | 42 347   | 44 186  | 82.8  | 81.1 | 49.8  | 56.2 | 7.1   | 8.4  |
| Byelorussians    | 9 463  | 10 036  | 74.2  | 70.9 | 57.0  | 54.7 | 11.7  | 11.7 |
| Uzbeks           | 12 456   | 16 698  | 98.5  | 98.3 | 49.3  | 23.8 | 2.8   | 3.8  |
| Kazakhs          | 6 556  | 8 136   | 97.5  | 97.0 | 52.3  | 60.5 | 2.1   | 2.8  |
| Georgians        | 3 571  | 3 981   | 98.3  | 98.2 | 26.7  | 33.1 | 0.9   | 1.0  |
| Azerbaijanis     | 5 477  | 6 770   | 97.9  | 97.7 | 29.5  | 34.4 | 2.0   | 2.2  |
| Lithuanians      | 2 851  | 3 067   | 97.9  | 97.7 | 52.1  | 37.9 | 1.5   | 1.7  |
| Moldavians       | 2 968  | 3 352   | 93.2  | 91.6 | 47.4  | 53.8 | 3.9   | 4.4  |
| Latvians         | 1 439  | 1 459   | 95.0  | 94.8 | 56.7  | 64.4 | 2.2   | 2.5  |
| Kirghiz          | 1 906  | 2 529   | 97.9  | 97.8 | 29.4  | 35.2 | 4.1   | 4.6  |
| Tadzhiks         | 2 898  | 4 215   | 97.8  | 97.7 | 29.6  | 27.7 | 10.6  | 12.2 |
| Armenians        | 4 151  | 4 623   | 90.7  | 91.7 | 38.6  | 47.1 | 5.7   | 5.0  |
| Turkmenians      | 2 028  | 2 729   | 98.7  | 98.5 | 25.4  | 27.7 | 1.6   | 2.0  |
| Estonians        | 1 020  | 1 027   | 95.3  | 95.5 | 24.2  | 33.9 | 1.9   | 1.7  |

(c) Age and sex composition of the population

64. Out of the total population of the country at the date of the 1989 census, men accounted for 134.7 million (47.1 per cent) and women 151 million (52.9 per cent). An improvement in the sex pattern of the population can be observed: while in 1979 for every 1,000 women there were 869 men, in 1989 there were 892. The excess number of women begins on average from the age of 30 and is due to the higher mortality rate among men and, in the older age groups, to the high losses of men during the Second World War.

65. The composition of the population is as follows:

|                            | Population, thousands |         |         |         | 1989 as % of |       |
|----------------------------|-----------------------|---------|---------|---------|--------------|-------|
|                            | 1979                  |         | 1989    |         | 1979         |       |
|                            | Men                   | Women   | Men     | Women   | Men          | Women |
| Total population           | 121 868               | 140 217 | 134 687 | 151 056 | 110.5        | 107.7 |
| Broken down by age groups: |                       |         |         |         |              |       |
| 0-9 years                  | 22 306                | 21 675  | 25 925  | 25 060  | 116.2        | 115.6 |
| 10-19 "                    | 23 325                | 22 356  | 22 328  | 21 521  | 95.7         | 96.3  |
| 20-29 "                    | 22 714                | 22 443  | 22 490  | 22 260  | 99.0         | 99.2  |
| 30-39 "                    | 14 871                | 15 394  | 22 029  | 22 278  | 148.1        | 144.7 |
| 40-49 "                    | 17 103                | 18 514  | 13 846  | 14 902  | 81.0         | 80.5  |
| 50-59 "                    | 11 053                | 16 466  | 14 860  | 17 572  | 134.4        | 106.7 |
| 60-69 "                    | 6 176                 | 12 365  | 8 578   | 14 697  | 138.9        | 118.9 |
| 70-79 "                    | 3 378                 | 8 307   | 3 436   | 8 863   | 101.7        | 106.7 |
| 80 years and over          | 904                   | 2 646   | 1 144   | 3 845   | 126.5        | 145.4 |
| Age not stated             | 38                    | 51      | 51      | 58      | -            | -     |

66. In the 1980s, the age structure of the population reflected past trends in the processes of natural population movement, particularly the birth rate, which explains the variations in the speed of growth (or decline) in the numbers of the population in individual age groups.

67. The process of ageing of the population has continued, i.e. the proportion of people over retirement age (60 for men and 55 for women) has increased. The number of people in this age group increased by 21 per cent over the decade in question, while over the same period the population as a whole increased by only 9 per cent, the population of working age by 5 per cent and the population below working age by 12 per cent. The sector of the population over retirement age in the country as a whole was 17 per cent in 1989 compared with 15 per cent in 1979.

68. The ageing process is particularly characteristic of the indigenous nationalities corresponding to the union republics in the European part of the country. The "oldest" at present are Estonia, Latvia and the Ukraine, and also Byelorussia, Lithuania and Russia. Three to four times "younger" is the population of the nationalities corresponding to the Asian republics, where the proportion of children up to the age of 16 is now 45-47 per cent of the whole population.

(d) Population birth and death rates

69. In 1986 the level of births was the highest for 23 years. However, from 1987 the trend was reversed. In 1988 and 1989 there was a sharp decline in births. In 1989 for the country as a whole the number of births fell in

comparison with 1986 by 549,000, and the overall birth rate fell by 12 per cent to 17.6 births per thousand of the population. The smaller number of women of child-bearing age is to some extent responsible for the declining birth rate. It may also be thought, however, that this is mainly due to the unstable political and economic situation in the country.

70. The birth rate for women by nationality corresponding to the union republics is shown in the following data for the average number of children born to women over their lifetime:

|               | 1979  | 1989  | 1989 as<br>percentage of<br>1979 |
|---------------|-------|-------|----------------------------------|
| Tadzhiks      | 7 511 | 5 949 | 79.2                             |
| Turkmenians   | 7 685 | 4 904 | 63.8                             |
| Kirghiz       | 7 757 | 4 834 | 62.3                             |
| Uzbeks        | 7 478 | 4 662 | 62.3                             |
| Kazakhs       | 5 787 | 3 584 | 61.9                             |
| Azerbaijanis  | 5 596 | 2 945 | 52.6                             |
| Moldavians    | 2 858 | 2 706 | 94.7                             |
| Armenians     | 3 054 | 2 548 | 83.4                             |
| Estonians     | 2 254 | 2 368 | 105.1                            |
| Latvians      | 1 987 | 2 253 | 113.4                            |
| Byelorussians | 2 366 | 2 089 | 88.3                             |
| Ukrainians    | 2 130 | 2 023 | 95.0                             |
| Lithuanians   | 2 415 | 2 013 | 83.4                             |
| Georgians     | 2 560 | 1 999 | 78.1                             |
| Russians      | 1 819 | 1 955 | 107.5                            |

71. A lower rate of infant mortality can be observed country-wide. The number of child deaths up to 1 year is as follows:

| Year | Per thousand births |             |             |
|------|---------------------|-------------|-------------|
|      | Total               | Urban areas | Rural areas |
| 1987 | 25.4                | 21.1        | 31.5        |
| 1988 | 24.7                | 20.7        | 30.4        |
| 1989 | 22.7                | 19.4        | 27.4        |

72. The level of infant mortality varies significantly by region of the country and by nationality. The highest level of infant mortality occurs among nationalities with a high birth rate - Turkmenians, Uzbeks, Kirghiz, Kazakhs - compared with 15.1 - 10.6 per thousand among Estonians, Ukrainians, Latvians, Byelorussians and Lithuanians.

73. Among the reasons for infant mortality, first place is occupied by respiratory diseases (30 per cent). More than a third of the deaths are due to congenital defects and to conditions arising in the perinatal period.

(e) Marriage, divorce, family

74. More than 2.6 million marriages are contracted every year in the USSR. According to the 1989 census there were 68 million married couples.

75. The majority of women marry between the ages of 20 and 24.

76. The breakdown of the population of the USSR by marital status in 1989 was as follows:

Analysis of population by marital status and age group per cent

|                                     | Men           |         |         |                       | Women         |         |         |                       |
|-------------------------------------|---------------|---------|---------|-----------------------|---------------|---------|---------|-----------------------|
|                                     | Never married | Married | Widower | Divorced or separated | Never married | Married | Widowed | Divorced or separated |
| Total population, 16 years and over | 20.6          | 71.5    | 2.6     | 4.7                   | 14.0          | 60.6    | 17.4    | 7.5                   |
| 16-19 years                         | 96.7          | 2.5     | 0.0     | 0.0                   | 85.8          | 12.9    | 0.1     | 0.4                   |
| 20-24 "                             | 60.2          | 37.2    | 0.1     | 1.2                   | 33.0          | 62.3    | 0.3     | 3.4                   |
| 25-29 "                             | 19.5          | 75.8    | 0.1     | 3.8                   | 11.7          | 80.5    | 0.7     | 6.5                   |
| 30-39 "                             | 7.7           | 85.0    | 0.4     | 6.5                   | 5.8           | 82.3    | 2.0     | 9.6                   |
| 40-49 "                             | 3.7           | 86.5    | 1.2     | 8.2                   | 3.6           | 76.9    | 6.7     | 12.5                  |
| 50-59 "                             | 2.0           | 88.2    | 3.3     | 6.1                   | 3.7           | 68.5    | 16.9    | 10.5                  |
| 60 years and over                   | 1.1           | 82.8    | 12.9    | 2.7                   | 5.1           | 34.1    | 54.9    | 5.4                   |

77. The divorce rate is 3.4 per thousand of the population. The census showed that out of the total population of men over the age of 16, 4.7 per cent were divorced or separated, and out of the total population of women 7.5 per cent. Compared with 1979 there was a very small increase in the proportion, by age group, of marriages dissolved.

78. The number of families according to the 1989 census was 73.1 million, which was 6.8 million (10 per cent) more than in 1979. The average size of family in the country as a whole did not change and, as 10 years earlier, stood at 3.5 persons (3.3 in urban and 3.8 in rural areas). However, there were some changes in the pattern of families by number of members. Related to the changes in marriage and birth rates, the number of families with four members increased and the proportion of families with three members declined. An increase in the number of families with two members was noted, to some extent due to the division of extended families, basically as a result of improvement in housing conditions.

79. The following table shows the distribution of families by number of members:

|                       | Number of families, millions |      | 1989 as percentage of 1979 | Percentage of total |      |
|-----------------------|------------------------------|------|----------------------------|---------------------|------|
|                       | 1979                         | 1989 |                            | 1979                | 1989 |
| Total families        | 66.3                         | 73.1 | 110.2                      | 100                 | 100  |
| Families composed of: |                              |      |                            |                     |      |
| 2 persons             | 19.7                         | 22.9 | 116.5                      | 29.7                | 31.4 |
| 3 "                   | 19.1                         | 18.9 | 98.7                       | 28.9                | 25.8 |
| 4 "                   | 15.2                         | 17.8 | 116.8                      | 23.0                | 24.4 |
| 5 "                   | 6.3                          | 7.0  | 110.7                      | 9.5                 | 9.5  |
| 6 " and over          | 6.0                          | 6.5  | 108.9                      | 8.9                 | 8.9  |

80. The results of the population census reveal changes of the composition of the family by nationality. In 1989, 60.3 million or 82.5 per cent were single-nationality families and 12.8 million or 17.5 per cent were ethnically mixed families, composed of individuals of different nationalities. The number of such families in the USSR is growing, having increased by a factor of 1.3 since 1979. Now throughout the country approximately every sixth family includes an individual of a different nationality. The process of change in ethnically mixed families appears as follows:

|                  | Number of mixed-nationality families, thousands |        | Percentage of all families |      |
|------------------|---|--------|----------------------------|------|
|                  | 1979  | 1989   | 1979                       | 1989 |
| Total population | 9 877   | 12 807 | 14.9                       | 17.5 |
| Urban            | 7 679   | 10 018 | 18.1                       | 20.2 |
| Rural            | 2 198   | 2 789  | 9.2                        | 11.9 |

81. The proportion of mixed-nationality families varies significantly by union republic and type of settlement. In urban settlements there are almost twice as many as in rural areas. This is related to the greater heterogeneity of the composition by nationality of the urban population. Ethnically mixed families make up almost one third of urban families in Moldavia, the Ukraine, Byelorussia and Latvia. Among the rural population, mixed families are most widespread in Kazakhstan and Latvia. The lowest percentage of mixed-nationality families both in urban and in rural areas is in Azerbaijan and Armenia.



82. Today 255.8 million people, or 89 per cent of the population of the country, live in families. In addition, 13 million family members (5 per cent) live apart from the family, but are linked to it by common financial arrangements. Those without families or who have lost family contacts (single persons) number 16.4 million (6 per cent).

83. In the last census (1989) almost 20 million widows were recorded. This is the second largest group of women after married women.

(f) Level of education and literacy of the population

84. In the period 1979-1988 the level of education of the population rose. The total number of people with higher or secondary (completed and not completed) education grew over 10 years from 139 million to 173 million, or by 24.5 per cent. In 1989 more than 81 per cent of the total population aged 15 years and over had such a level of education, compared with 70 per cent in 1979, and for workers the corresponding figures were 92.1 per cent and 80.5 per cent respectively.

85. In the USSR women receive higher and intermediate specialist education on equal terms with men.

86. In the 1989 census 4.3 million illiterates of 15 years and over were recorded, representing 2 per cent of the population in this age group, out of which 0.74 per cent were men and 3.2 per cent women. Illiterates are mainly to be found among older age groups. Thus almost 84 per cent of illiterates are aged 60 or over.

87. Illiterates between the ages of nine and 49 in 1989 numbered 372,000, which represents only 0.2 per cent of that age group. Examination of the reasons for illiteracy showed that the majority of illiterates had not had the opportunity to attend school because of physical disabilities or chronic illness.

88. Despite the fact that the educational level of women is practically equal to that of men, women on average are less well prepared on the professional level. Current deficiencies in the organization of vocational training, retraining and the enhancement of qualifications show a negative effect on the career development and professional abilities of women. In 1989, in the national economy as a whole, the population of workers undergoing training, retraining and instruction in second professions and specialities was 9 per cent for men and 3 per cent for women, and if economic training is included, the corresponding figures for persons undergoing instruction to increase their qualifications were 45 per cent and 23 per cent respectively. Only one woman in 8 or 9 holds a managerial position, while for men almost one third of specialists with the same education have managerial responsibilities, and most promotion of women to managerial jobs occurs at the level of enterprises and other primary work collectives.

89. The efforts of many women to improve their level of skill leads in numerous cases to difficulties occurring outside the professional sphere (housework, lack of child support facilities).

90. There are 151,000 permanent kindergartens and day nurseries in the country. They are attended by 17.2 million children or 57 per cent of children of the corresponding age. In addition to the permanent establishments, in rural areas during the summer a network of seasonal kindergartens and day nurseries is organized; these are attended by about one million children. However, at present the network of pre-school support is not adequate to requirements. In the country as a whole more than two million children need accommodation in kindergartens and day nurseries, and 0.6 million children are in pre-school establishments where group sizes are above the established standards.

(g) Health

91. The index of life expectancy of women in 1989 was 74.0 years compared with 64.6 years for men, the corresponding average for the urban population being 74.4 years and 65.2 years and the average for the rural population 73.2 years and 63.5 years, respectively.

92. In recent years a series of specific measures has been taken in the country for the priority development of maternal and child health and a lowering of maternal and infant mortality. The material and technical basis of services has been strengthened by a qualitatively new procedure, new types of support facility have been established (perinatal clinics, medical rehabilitation centres for children, sanatoriums for children accompanied by parents), and the network of "marriage and family" guidance centres, medical-genetic clinics, children's polyclinics, maternity homes and children's hospitals providing conditions where mothers and children can stay together is being expanded.

93. Fundamentally new concepts of protection of mother and child have been developed and introduced by the USSR Ministry of Health, based on comprehensive regional scientific and practical programmes, assigning priority to the protection of the health of women and children and aiming at a reduction in maternal and child mortality over the various regions of the country.

94. In developing the principle of a regional approach to solving current problems of protecting the mother and child on the basis of comprehensive regional programmes (decision of the Board of the USSR Ministry of Health of 7 September 1988, protocol No. 26-2), a series of documents published by the USSR Ministry of Health was approved setting out the strategy of health agencies and establishments for reducing sickness and mortality among mothers and children. For this purpose, in conjunction with the V. I. Lenin Soviet Children's Fund, work has been done over a period of three years to provide practical help to the Central Asian republics and Kazakhstan; each year more than 100 medical teams were dispatched to these republics, and 40 doctors of the V.I. Lenin Soviet Children's Fund, leading specialists of the USSR Ministry of Health, are working in territories most adversely affected by maternal and child mortality.

95. The network of maternity homes, women's clinics and children's polyclinics is growing, and there is a rising number of rest homes and sanatoriums for treatment of parents with children under conditions of joint rest and recreation.

96. At the same time, negative factors in this area should not be overlooked.

97. Among the most acute social problems are: high maternal and infant mortality, and an increase in the number of children born with various development anomalies.

98. There are at present for every 10,000 women 17 beds for pregnant women and women in childbirth. The shortfall in obstetrical beds in the country for 4.5-5 million births per year is over 20,000.

99. In comparison with 1985, the total number of hospital beds for children up to 15 years grew and stood at more than 638,000 in 1989. At the same time, however, the number per 10,000 children showed practically no change.

100. Worse than for urban women is the provision of health establishments for rural women. More than 4 million people living in large villages are obliged to travel three or more kilometres from their place of residence for primary health care.

## 11. Economic situation

### Women's work activities

101. In the USSR 90 per cent of women of working age are either working or studying. They make up 50.6 per cent of the total economically active population.

102. More than 59 million women (workers and employees) work in the national economy, about 55 per cent of whom are engaged in material production. In addition, 5.3 million women work on collective farms.

103. A large proportion of women are employed in public education, health, physical culture and social services (23 per cent), and public catering, equipment and materials supply, sales and procurement (13 per cent).

104. Of women employed in material production, some 50 per cent work in industry and construction, of whom 30 per cent in coal, energy, timber and quarrying, 20 per cent in oil-extraction and peat-cutting, non-ferrous and ferrous metals, engineering and metalworking, building materials and woodworking, a further 25 per cent in glass, chemicals, foodstuffs, porcelain and ceramics and printing, and the remaining 25 per cent in light industry.

### Women's working conditions

105. The Government is constantly striving to improve women's working conditions. It provides a course on comprehensive solutions of the interrelated organizational, technical, medical and hygienic and socio-economic problems of women's employment. The course was organized on the basis of comprehensive normative plans for improving industrial safety and medical and health facilities. The All-Union Central Council of Trade Unions, the USSR State Committee for Labour and the USSR State Planning Committee (Gosplan) drafted recommendations for implementing these plans in the period 1986-1990. Their elaboration in most branches of the national economy, in the republics, territories and regions was based on an analysis and evaluation of

working conditions. Projects for comprehensive plans relating to the various branches of the economy were coordinated with the All-Union Central Council of Trade Unions, the USSR State Committee for Labour, the USSR Ministry of Health and where necessary with the USSR State City Technical Inspectorate, being then confirmed by joint decisions of ministerial boards and central committees of the trade unions.

106. In enterprises and organizations measures contained in comprehensive plans were fixed in collective agreements and arrangements governing safety at work.

107. In the years in question a list was drawn up by the All-Union Central Council of Trade Unions and the USSR State Committee on Standards, jointly with the ministries (and departments) concerned, of equipment, machines and apparatus which did not meet the industrial safety requirements and should be withdrawn from use.

108. The social reorientation of the economy taking place in the country, the establishment of comprehensive plans for improving working conditions, safety at work and medical and health-enhancing measures have resulted in some reduction in the number of women working under unfavourable labour conditions.

109. However the high level of employment of women in the economy is still accompanied by unfavourable working conditions. 3.8 million women are working in industry, i.e. every sixth woman engaged in this activity, under conditions which do not satisfy the required industrial safety standards and rules. Some 400,000 women in industry, construction or State farms are engaged in hard physical labour. Women not infrequently work in jobs in which unhealthy conditions are compensated by higher pay and favourable retirement arrangements.

110. 3.6 million women, or 5.8 per cent of the total number of economically active women, work on night shifts. This reflects the effect on the status of women of the crisis in the economy rather than elements of discrimination.

111. That is why the USSR Ministry of Labour, the All-Union Communist Party of the USSR together with ministries, authorities and the Governments of the republics are currently engaged in developing economic methods which should ensure more rapid solutions to the question of improving the conditions under which women work.

112. Specific goals and tasks in the area of implementing guaranteed employment and in that of the working and living conditions of working women were reflected in the agreement in 1991 on labour and socio-economic questions between the USSR Cabinet of Ministers and the USSR All-Union Central Council of Trade Unions.

#### Redundancy and resettlement of women in connection with economic reform

113. As a result of the transition of industrial branches of the economy to new forms of remuneration of labour, 3.3 million people were made redundant (some 60 per cent of them women) during the period 1986-1989. Up to 40 per cent of the redundant workers were reassigned within enterprises and 1.7 million were made fully redundant by enterprises, establishments and organizations.

114. In view of the number of redundant workers, measures to strengthen social assistance to the citizen, provide effective employment for the population and perfect the resettlement scheme were adopted in the USSR. The number of self-supporting resettlement service bureaux and centres increased more than 2.5 times and numbered 2.7 thousand units by the end of the five-year period. In the years 1985-1990, 25 million people resorted to resettlement agencies and 17 million people received help in resettlement.

#### Wages and incomes

115. The Government has regularly implemented measures to increase wages. In 1980 the national wage was 168.9 roubles, in 1985, 190 roubles and in 1990 it reached 270 roubles.

116. During 1990-1991 there was a rise in the wages of workers in health, education, culture, State institutions and services, i.e. those branches mainly employing female labour.

117. However, actual women's wages are on average one third lower than those of men's.

118. Out of all categories of workers, the most unfavourable wage levels are those of women in the 30-40 age group. To the most vulnerable group of the population from the point of view of economic hardship belong single-parent families, women heads of household, young families, and families with many children. In more than 12 per cent of families with children up to the age of 16 years, the combined per capita income is less than 75 roubles per month. The majority of low-income families are those with many children (more than 60 per cent) and young families.

#### III. The situation of women living in rural areas

119. Today some 9 million women are employed in farming, representing one seventh of all economically active women.

120. Country-wide, in collective farms engaged in crop growing, the proportion of women workers is 44.3 per cent, and in farms devoted to stockbreeding it is 50.4 per cent. In the Georgian SSR, the Azerbaijan SSR, the Central Asian republics and Moldavia, 52-64 per cent of all agricultural workers are women. In stockbreeding, there is the highest proportion of female labour (52-70 per cent) in the Ukrainian SSR, the Byelorussian SSR and the Baltic republics. Traditionally women in most regions of the country carry out the work of milking and of looking after pigs and poultry.

121. The age structure of women workers has changed. Records show a certain increase in the proportion of female workers under 40 in the country as a whole. This is due not so much to a general lowering of the age of people in employment as to the increased share of the Central Asian and Caucasian republics, which are marked by the young age structure of their labour resources. At the same time there emerges a significant ageing of women farm workers in the Ukrainian SSR, the Byelorussian SSR and the Baltic republics, where in rural areas in 1989 25-40 per cent of all women workers were over the age of 50 (compared with 20 per cent for the USSR as a whole).

122. In recent years the proportion of all women in rural areas has increased noticeably in connection with the development of leasing (renting) and private farming. As a survey of tenants in various regions of the country shows, the proportion of women among them is more than 25 per cent. Mainly these are women over the age of 40. Among women tenants, those with intermediate vocational, intermediate specialist and higher education make up 32.2 per cent, and those with general secondary education 28.5 per cent. Thus, more than 60 per cent of women tenants have a fairly high level of education, which gives them a real opportunity to deepen and expand the range of their knowledge and skill in connection with their job specializations. Married women make up more than 80 per cent. Very popular are family stockbreeding farms on a tenant basis, managed by women.

123. The basically agrarian structure of women's employment in rural areas which has developed in the majority of regions shows the need for the development there of non-agricultural types of activity for women in order to apply their labour in non-agricultural spheres and branches of the social infrastructure.

124. Meanwhile trade and consumer services are problematical.

125. Approximately one third of rural settlements have no permanent trade enterprises, and three quarters have no public catering or service and repair facilities. A large number of settlements not provided with permanent trading enterprises, mainly those with less than 100 inhabitants, are intermittently served by mobile supply units.

#### IV. Women in politics and public life

126. The process of democratic transformation in the USSR is accompanied by increased public political activity on the part of women. Women, on a basis of equality with men, exercise their rights under the USSR Constitution to elect and be elected to positions in local, republican and union organs of government.

127. Of the total number of employees in State and commercial institutions and in cooperative establishments and public organizations, some 62.7 per cent are women. Women work in responsible posts in the USSR Cabinet of Ministers and the Governments of the republics.

128. The public activity of women is realized through participation in the work of public organizations and mass associations of workers.

129. However, the public and informal organizations which have now emerged have hardly any women among their leaders, and often not even among their members. Numerous surveys show that today "being a woman" is an unfavourable position from the point of view of promotion to political leadership. At the same time there has appeared a psychological unreadiness on the part of existing political and government structures to allow women to participate in them on a basis of parity.

130. The proportion of women among top managers in industrial enterprises is also low - 9.5 per cent, in agriculture - 6.3 per cent, in transport - 0.6 per cent, in communications - 8.4 per cent and in construction -

0.9 per cent, which does not reflect the potential abilities and professional capacities of women working in those fields.

131. With the abolition of a quota to represent women in the system of elective government bodies, there has been a decline in the number of women in such bodies. Representation of women in the organs of State power - the Councils of people's deputies - is declining.

## PART II. MEASURES TAKEN BY THE GOVERNMENT

### Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

(g) To repeal all national penal provisions which constitute discrimination against women.

132. The USSR Constitution contains a large number of provisions under which discrimination cannot be practised (article 34), and article 35 of the Constitution, which is specially devoted to the question of equal rights between men and women, guarantees women equal opportunities with men as regards education and vocational training, employment, remuneration and promotion at work, public political and cultural activities, and special provisions governing job safety and their health; conditions are established permitting work and motherhood to be combined; legal protection, material and moral support for maternity and childhood, including the granting of paid leave

and other benefits to pregnant women and mothers, and a progressive reduction in the working hours of women with children.

133. The provisions of the USSR Constitution are given specific effect in the legislation of the USSR and the union republics and provide a comprehensive system of measures aimed at ensuring all-round development of women, guaranteeing them the fulfilment and exercise of their human rights and basic freedoms on a footing of equality with men.

#### Article 3

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

#### Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

#### Article 4.2

134. The following special measures for improving the status of women in the country have been taken: Resolution of 10 April 1990 by the USSR Supreme Soviet on "Urgent measures to improve the status of women, protection of the mother and child and the strengthening of the family"; Resolution No. 759 of 2 August 1990 by the USSR Council of Ministers on "Supplementary measures for the social protection of families with children in connection with the transition to a regulated market economy"; USSR law of 22 May 1990 on "Amendments and additions to certain USSR legislation on matters affecting women, the family and children". (Details of these measures are set forth in the corresponding sections relating to implementation of the Convention.)

135. By a resolution of 10 April 1990 by the USSR Supreme Soviet the rights of pregnant women have been extended. Now, in cases where it is not possible to transfer pregnant women to lighter work eliminating the effects of harmful industrial factors, they may stay away from work, and the management must pay them the average wage.

136. Specific measures are also envisaged to extend the protection of mothers and children, and the provision of food for children and pregnant women.

137. In accordance with this resolution, the necessary amendments to USSR laws and USSR government resolutions have been made.



Article 5

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

Article 5 (a)

138. In order to overcome stereotyped concepts of the place of women in society and the family, an information campaign was undertaken by the responsible State departments, and increased attention to women's problems figured in television and radio programmes, and in the press.

139. On the instructions of the USSR Council of Ministers Department for Women's Affairs and Protection of the Family, Maternity and Children, a special course was run for the first time in the country on "The status of women in contemporary society. Family policy. Social aspects of the protection of maternity and childhood". The purpose of the course was to identify the problems involved, relying on the basic approaches in the Convention, to distinguish basic trends in the change in the status of women in the transition to a market economy, and to analyse possible directions and effective methods of solving them. The task of the course is to draw the attention of the public and business and other managers to women's problems and to the family as an important public institution, and to proceed in the direction of eliminating stereotypes of the age-old and sole destiny of women. The course is included in the system of increasing qualifications of managerial staff of ministries and departments and of political workers.

140. The passing of the USSR law on "The press and other means of mass information" helped to increase the range of publications, including those on women's problems and protection of maternity and childhood.

141. The USSR State Committee for the Press has already registered 15 new publications on this subject. These include the following newspapers: Delovaya Zhenshchina (The Business Woman), Tatyanin Den (Tatyana's Day), Moskvichka (Moscow Woman), Babushkin Sunduk (Granny's Trunk), Nata, Gazeta dlya Zhenshchina (Woman's Journal); the following periodicals: Miloserdie (Charity), Ochag (Home), Put k sebe (Self-discovery), Ona - Zhenshchina, zhena (Woman and wife), Zhensky Klub (Women's Club), Detsky Sad i semya (Kindergarten and Family), Bereginya. Zhurnal dlya semeinogo chtenia (Bereginya. Journal for family reading) and the digest Semya i Zdorovye (Family and Health).

142. More than 90 periodicals are directly devoted to problems of the social status of women, strengthening the family and protection of maternity and childhood. The most popular paper among them is Semya (Family), the journal of the V. I. Lenin Soviet Children's Fund, the periodicals Krestyanka (Country woman), Rabotnitsa (Woman worker), Sovetskaya Zhenshchina (Soviet woman), Semya i shkola (Family and school) etc.

143. Special magazines are being published: Voprosi okhrany materinstva i detstva (Questions of protection of maternity and childhood), Doshkolnoe Vospitanie (Pre-school education), Vospitanie shkolnikov (School education) etc. Women's magazines are also published in the national languages of the USSR.

144. The USSR State Committee for the Press envisages for 1991-1995 an increase in the output of publications by central publishers of literature on women's problems, the family, and protection of maternity and the child. The publication of more than 300 titles in editions totalling over 63 million copies is planned. Great significance is attached to the publication of legal literature and legislative documents - the RSFSR Marriage and Family Code (200,000 copies), collected regulations, Pre-school education (60,000 copies) and Protection of maternity and the child (100,000 copies). The following will also be published: Encyclopaedia for Women, Medical Encyclopaedia for Family Use, Family Encyclopaedia (translated from the English) etc.

145. In recent years special programmes have been transmitted on television and radio: Sovremennitsa (Today's Woman), Roditelsky Chas (Parents Hour), Klub Zdorovya Semyi (Family Health Club), Dela Zhiteiskie (Everyday matters), Semya (Family), Pedagogika dlya vsekh (Teaching for all), Mama, Papa i Ya (Mummy, Daddy and I), Institut Cheloveka (Institute of the Human Being), in which a wide range of women's and family problems is discussed.

#### Article 5 (b)

146. In order to achieve proper understanding of maternity as a social function and the common responsibility of men and women for the upbringing and development of their children, special courses have been included in school curricula on the "ethics and psychology of family life", which give boys and girls an idea of the principles underlying the egalitarian family and the equal responsibility of the spouses for their children's upbringing. A school course, "The Human Being", deals with matters of human anatomy and physiology, sex education, and the dangers of drug dependence, alcoholism and addiction to harmful substances.

147. Religion has begun to play a certain role in enhancing the prestige of motherhood and fatherhood, and of the foundations of the family and family upbringing. After the passing of the law on freedom of conscience and religious organizations, the church acquired the possibility of teaching directly in schools. Thus in the Baltic republics and the western Ukraine the teaching of "God's law" was introduced into school curricula; in many territories of the Russian Federation church Sunday schools have been opened, and in some general-education schools there are optional courses in the history of religion.

148. The criminal liability provided in article 228 of the Criminal Code for the manufacture or sale of pornographic items is intended to protect public morals. The same question was addressed by the resolution of 12 April 1991 by the USSR Supreme Soviet, on "Urgent measures to suppress the dissemination of pornography and the cult of violence and cruelty". It was established therein, in particular, that the sale, distribution or advertising of items of an erotic nature may take place only on specially designated premises. The Supreme Soviets of the union republics were recommended to introduce administrative responsibility for breaches of the law on the sale, distribution or advertising of such items.

149. A State expert commission, established in accordance with Order No. 401-r of 7 May 1991 by the USSR Cabinet of Ministers, will evaluate shows, concert and entertainment programmes, television transmissions, printed publications, films and audio-visual and other output in order to determine whether they contain any elements of pornography or the cult of violence and cruelty. By this order the establishment of special services within internal affairs authorities is envisaged in order to prevent and suppress breaches of the law in the area of public morals.

150. By a resolution of 10 April 1990 of the USSR Supreme Soviet, on "Urgent measures to improve the status of women, the protection of the mother and child and the strengthening of the family", special legislative measures were taken to grant men a number of benefits previously only accorded to mothers, in order to prevent discrimination against men regarding their right to look after and bring up children.

151. In particular, appropriate amendments were made to legislation governing the system of leave for looking after young children. As from April 1990, the family was granted the right to designate which of the parents or which relative would receive the leave concerned (which under the present legislation applies until the child reaches the age of three).

152. As from April 1990, all benefits granted to women in connection with maternity (restriction on night work or overtime, requirement to work on free days, sending on missions, additional leave, establishment of favourable working regimes and other benefits provided under the current legislation) are extended to fathers bringing up children without the mothers (in the case of their death, deprivation of parental rights, extended periods of medical treatment etc.). Similar benefits are also extended to guardians (trustees) of children.

#### Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

#### Article 6

153. The current criminal legislation of the USSR ("Bases of criminal legislation in the USSR and union republics", codes of the union republics) provides a number of specific measures designed to prohibit exploitation of the prostitution of women. Severe penalties are laid down for coercion of

women to have sexual relations, corruption of minors, infection with venereal disease or AIDS, leading a parasitic life, keeping brothels and pimping for pecuniary gain, and preparation or sale of pornographic materials.

154. Thus, article 226 of the Criminal Code (hereinafter the references are to the articles of the RSFSR Criminal Code and the corresponding articles in the criminal codes of the other union republics) provides criminal liability punishable by a maximum of five years' imprisonment for keeping a brothel, depravity and pimping for pecuniary gain. Article 117 of the Criminal Code establishes criminal liability in the case of rape, with particularly aggravating circumstances attending the rape of minors, which is punishable by sentences including the death penalty. Punishable criminal acts also include compelling women to have sexual relations, sexual intercourse with individuals who have not attained the age of puberty, corruption of minors, and unlawful procurement of abortion (articles 116-120 of the Criminal Code).

155. In order to protect life and health, administrative and criminal liability exists for concealing sources of infection with venereal disease and contacts with diseased persons constituting a danger of infection (article 45 of the RSFSR code on administrative offences), infection with venereal diseases and evading treatment for venereal diseases (articles 115 and 115 of the Criminal Code).

156. In 1990, the number of such offences fell significantly by comparison with 1987. In particular, the number of criminal offences related to unlawful procurement of abortion fell almost by a factor of 4 (from 875 in 1987 to 236 in 1990). To some extent this is evidence of the effectiveness of the measures adopted on family planning, and the improvement of the situation with regard to contraceptives.

157. In connection with the recent acute concern about the matter of combating prostitution and the spread of AIDS, administrative liability was introduced in 1987 for the occupation of prostitution (Article 164<sup>2</sup> of the RSFSR Code on Administrative Offences) and also criminal liability for spreading AIDS, with punishment up to eight years' imprisonment (article 115<sup>2</sup> of the Criminal Code).

158. On 23 April 1990 the USSR Supreme Soviet passed the USSR Law on "Prevention of the disease AIDS". It contains administrative and medical measures to combat the disease. In particular, it secures the right of citizens to medical examination - anonymous if desired - for detecting HIV infection. In cases where the disease develops, victims are entitled to medical help - free issue of medicaments for out-patient treatment and recognition of the inadmissibility of restricting their rights merely on the grounds that they are carriers of the AIDS virus or suffering from AIDS etc.

159. An experiment has been under way since 1990, within the system of corrective-labour establishments, to test new conditions and arrangements for carrying out prison sentences on women, increasing the effectiveness of educational processes, protecting women's health and ensuring their successful reintegration after release. The experiment envisages a relaxation of the regime of keeping women in settlements, and allowing them greater opportunities for maintaining contacts with their families and children. The preliminary results of the experiment are encouraging. Based on the final

results it is intended to introduce proposals aimed at humanizing the legislation governing the application of criminal punishments in respect of women.

#### Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

#### Article 7 (a)

160. In the Constitution of the USSR (article 95), the constitutions of the union and autonomous republics and the laws on elections to government bodies it is laid down that election of deputies shall be on the basis of the universal, equal and direct right to vote by secret ballot.

161. The election of deputies is by universal suffrage: all citizens of the USSR who have reached the age of 18 years have the right to elect and be elected, with the exception of persons declared insane under the legally established procedure (article 96 of the USSR Constitution, article 2 of the USSR law of 1 December 1988 on elections to the USSR Supreme Soviet - Gazette of the USSR Supreme Soviet, No. 49, article 729).

162. Any direct or indirect restriction of the electoral rights of citizens of the USSR based on origin, social or property qualification, race or nationality, sex, education, language, religion, period of residence in a given place, family, and nature of occupation is prohibited (article 2 of the USSR law on elections to the USSR Supreme Soviet).

163. Election of deputies is equal: each elector has one vote; electors take part in elections on a basis of equality (article 97 of the USSR Constitution, article 3 of the USSR law on elections to the USSR Supreme Soviet).

164. Men and women have equal electoral rights (article 3 of the USSR law on elections to the USSR Supreme Soviet).

165. The democratic reform in the USSR has had an influence on the public political activity of women. Among the leadership of the USSR Supreme Soviet, women have been elected as deputy chairmen of the two chambers of the Soviet of the Union and the Soviet of Nationalities; the Committee for women's affairs, the family and demographic policy of the USSR Supreme Soviet is headed by a woman. The Chairman of the Supreme Soviet of Azerbaijan, and the



positions in the USSR Cabinet of Ministers and the Governments of the republics.

170. The participation of women in entrepreneurial activity is growing.

Article 7 (c)

171. The public activities of women take place through their participation in the work of public organizations and mass associations of workers.

172. Women occupy leading positions in party, trade union and other public bodies.

173. After an interruption of more than 30 years a woman has again been elected secretary and member of the Politburo of the CPSU Central Committee.

174. Women are highly active in the trade unions, in which they constitute more than half the total number of the members of the trade union committees of associations, enterprises, institutions and organizations.

175. The women's movement has been activated in the USSR. Throughout the country there are at work some 300,000 women's councils affiliated to the Committee of Soviet Women. A previously uniform women's movement has become multifaceted under conditions of ideological pluralism. There are in operation councils and committees of mothers of members of the armed forces, associations of families with many children, associations and unions of women for professional and recreational interests; women's sections are being formed in peace, ecological, clerical and other movements. Clubs for business women and new organizations of a commercial nature are being founded.

176. Women participate actively in the work of a variety of foundations: the Soviet Peace Fund, the Union of Soviet Societies for Friendship and Cultural Relations with Foreign Countries, the Soviet Committee for the Defence of Peace, the Family and Health Association, the V. I. Lenin Soviet Children's Fund and various constructively-oriented associations.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

Article 8

177. The USSR is taking measures to ensure equal opportunities to women without any discrimination to represent their Government in the international arena and participate in the work of international organizations.

178. In the period under review four women became USSR ambassadors. Thirty-one women are working in professional posts in various United Nations organizations. At the present time the USSR has encouraged the work of training and advancement of women experts for appointments in the Soviet quota

of posts in the United Nations system. In 1990, out of the total number of candidates submitted by the USSR for United Nations expert missions, 50 per cent were women.

179. In strengthening cooperation between peoples, contacts with national and international non-governmental women's organizations are of great importance. The Committee of Soviet Women (CSW), as the oldest women's organization in the country (in 1990 it celebrated its 50th anniversary) is involved in cooperation with 350 women's organizations in 120 countries throughout the world. It is a member of the largest international women's organization - the Women's International Democratic Federation (WIDF), as well as the International Union of Family Organizations.

180. The CSW is associated with the Department of Public Information of the United Nations Secretariat and, as a national organization, the WIDF has category 1 consultative status with ECOSOC.

181. The CSW places its activities on developing relations with foreign women's societies on the basis of the priority of human values at a time when policies founded on new concepts are being introduced.

#### Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

#### Article 9 (1)

182. In accordance with article 2 of the USSR law of 23 May 1990 on "Citizenship of the USSR" (Gazette of the USSR Congress of Peoples Deputies and USSR Supreme Soviet, 1990, No. 23, article 435) citizenship of the USSR is equal for all Soviet citizens regardless of basis of acquisition and possession of citizenship of any of the republics.

183. USSR citizens are equal before the law regardless of origin, social and property status, racial or national origin, sex, education, language, religious, political or other convictions, birth, type of occupation, place of residence, length of residence in a given place or other circumstances.

184. Marriage of a USSR citizen, woman or man, to a person possessing foreign citizenship or to a stateless person, and likewise dissolution of such a marriage, does not give rise to a change in the citizenship of the spouses.

185. A change in the citizenship of one of the spouses does not give rise to a change in the citizenship of the other (article 7 of the USSR law on "Citizenship of the USSR").



Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;

(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;

(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;

(d) The same opportunities to benefit from scholarships and other study grants;

(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

(g) The same opportunities to participate actively in sports and physical education;

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

Article 10 (a)

186. The equality of all citizens of the USSR in respect of receiving education, regardless of origin, social and property status, racial or national origin, sex, language, religious conviction, birth, type of occupation, place of residence or other circumstances, is fundamental to public education in the USSR, and is directly related to the implementation of the rights of women to professional education.

187. The right of women in the Soviet Union to professional training is based on the right of citizens of the USSR to education embodied in article 45 of

the USSR Constitution. This right is ensured by the fact that all aspects of education are free; by the provision of general secondary education for young people; the wide availability of technical, intermediate-specialist and higher education on the basis of the relevance of education to life and work; development of correspondence and evening classes; provision of State grants and relief to pupils and students; free distribution of school textbooks; the opportunity to receive school education in the mother tongue; and establishment of conditions for self-tuition.

188. The realization of the above opens up wider access for women to professional and technical, intermediate special and higher education.

189. Under resolution No. 158 of 9 April 1991, by the USSR Cabinet of Ministers, arrangements were instituted for creating a system of professional training, further training, and retraining of redundant workers and unemployed persons, in order to solve the problem of finding jobs for people, including women, during the process of transition to the market economy.

Article 10 (b)

190. Soviet women may take up any profession appropriate to their inclinations, vocation and aptitudes, while taking account of social requirements. They have a high degree of access to professional and technical, intermediate-specialist and higher education.

191. However, in the context of the transition to the market economy, the problem arises of professional retraining for women in the light of changes in industrial relations, the reduction of output and the closing of enterprises.

Article 10 (c)

192. For pupils of professional and technical schools and students at technical colleges and higher educational institutions, there is no sex discrimination as regards the receipt of grants. A resolution of 19 March 1991 by the USSR Cabinet of Ministers sets grants for students satisfactorily pursuing their studies in higher educational institutions at 120 roubles and for such students in intermediate specialist educational establishments at 100 roubles per month.

193. Article 84 of the Bases of Labour Legislation of the USSR and of the union republics provides the following reliefs for women and for men combining work with study in schools for working and rural youth, in evening and correspondence courses and in intermediate specialist educational institutions: paid leave at examination time, favourable work regime during the academic year, partial payment of travel to and from the educational institute, and other benefits.

194. For example, for workers and employees who study successfully while continuing their normal work in Classes IX-XI of working youth schools - evening (shift) and intermediate correspondence general education schools, the working week is shortened during the school year by one working day or by the corresponding number of working hours (by shortening the working day within the week), and for those studying in classes IX-XI of agricultural youth schools - evening (shift, seasonal) and intermediate correspondence general

education schools, the working week is shortened by two working days or the corresponding number of working hours (by shortening the working day within the week).

195. Specific benefits are granted by the legislation of the union republics. For example, in the Russian Federation, students are paid, during the period of release from work, 50 per cent of their working wage, but in any case not less than the established minimum wage (article 190, RSFSR Labour Code).

For students in such schools, leave is provided as follows during the examination period: in class IX there is provision for 8 working days, and in class XI for 20 working days, with continuation of wages at the basic place of work on the basis of tariff rates or salary scales (article 191, RSFSR Labour Code).

Workers and employees who successfully study while continuing normal work in evening (shift) professional-technical training establishments are released from work for preparing for and taking examinations for 30 days per year, retaining 50 per cent of the average wage for the basic place of work (article 194, RSFSR Labour Code).

Students who successfully study in evening higher educational institutions are granted leave during the period of carrying out laboratory work, taking tests and examinations amounting to 20 calendar days annually for the first and second courses and 30 calendar days annually for the third and subsequent courses. Students successfully studying in evening intermediate specialist educational establishments are granted corresponding study leave of 10 and 20 calendar days.

Students and trainees successfully studying in higher and intermediate specialist correspondence educational establishments are granted, during the period of laboratory work, tests and examinations, leave of 30 calendar days in the first and second courses, and of 40 calendar days in the third and subsequent courses.

Leave is granted both for taking State examinations and for preparing and defending diploma projects.

#### Article 10 (e)

196. Women undergoing professional training and education qualify for benefits in respect of maternity. They receive a State grant, and in the period of pregnancy and maternity leave the grant paid is not reduced. They are also paid an allowance when the child is born and for looking after it up to the age of one-and-a-half years, regardless of whether or not they interrupt their studies, and at the same rate as working women.

197. Because women workers with small children have less time for increasing their professional skills, so that their level of qualifications is somewhat retarded, they are granted special benefits. Women workers with children up to the age of eight years have the right to undergo retraining and to acquire higher qualifications under conditions of release from work, with the average monthly wage maintained during the training period (paragraph 11 of the resolution of 21 June 1979 by the Central Committee of the CPSU and the USSR

Council of Ministers on "Measures for the advanced training and for enhancing the qualifications of workers in the economy". SP USSR, 1979, No. 17, article 113).

In the period under review, two legislative texts have been adopted on the training of managers: the resolution of the Central Committee of the CPSU and the USSR Council of Ministers of 6 February 1988 on "The restructuring of the system of raising the qualifications of and retraining of senior workers and specialists in the national economy" (Central Committee of the CPSU, 1988, No. 10, article 27); and "Model proposals for continuous professional and economic education of personnel in the national economy", approved by the resolution of 15 June 1988 by the USSR State Committee for Labour, the USSR State Committee for Education and the Secretariat of the All-Union Central Council of Trade Unions (Gazette of the USSR State Committee for Labour, 1988, No. 11, p. 3). In the above-mentioned model proposals it is stated that training of women is conducted only for production-oriented jobs and jobs in which the use of their labour is regularly approved.

In addition to those provided by legislation, some benefits for women who are combining work with study are laid down by collective agreement. For example, women who are mothers are exempt from evening shifts during their period of study. Their children are allocated places in round-the-clock children's pre-school establishments. Children of very early school age are enrolled in extended day groups (classes), boarding schools and so on.

Trade union committees and their commissions on women's work take part in planning the training and further training of senior female staff in manufacturing and in educational administration, and also exercise control over the implementation of the rights of women who have improved their qualifications. This monitoring also takes place at the level of State organs.

#### Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to work as an inalienable right of all human beings;
- (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;

(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;

(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

#### Article 11

198. In recent years there has been a significant change in the USSR in approaches to resolving questions of employment, including employment of women.

199. Measures being taken in the country to improve the workings of the economy and democratization of economic management have meant fundamentally new processes, related to real redundancy of workers from enterprises, a decline in the rate of growth of employment in the country and an increase in the level of reserves of labour resources.

200. In the new situation, State employment policy is mainly based on fundamentally new measures of an economic, administrative and legal nature. In January 1991 the USSR Supreme Soviet adopted the Bases of legislation of the USSR and union republics on employment, the main aim of which is to establish the preconditions for achieving full and productive employment.

201. The basic principles being achieved through the employment legislation comprise the protection of the priority role of the State in matters of ensuring equal opportunities for all citizens of the country, regardless of sex, establishing the right to work, and prevention of unemployment. At the same time the principle of maximum support for the qualitative growth of the workforce, by developing people's capacity for productive and creative work is being consolidated. Hence for those sections of the population needing social protection or experiencing difficulty in finding work (young people, single parents and parents of large families, those bringing up under-age children, disabled children, people still of working age, disabled persons etc.) additional guarantees of employment are provided by means of establishing additional workplaces and specialized enterprises, protecting existing workplaces, organizing special training programme and other measures.

202. In order to implement the Bases of legislation of the USSR and of the union republics on employment and the comparable laws of the republics at general union, republic and local level, State employment support programmes are being developed which will comprise, in particular, measures ensuring the employment of women in need of social protection.

203. The practical implementation of the employment policy in all territories of the country is the responsibility of the State employment service. For purposes of providing advice to women in choosing types of work, special workers are recruited for these services. The latter are called upon to become centres for social assistance to persons, including women, temporarily out of work.

204. In 1990, the Scientific Research Institute for Employment Problems of the USSR Academy of Sciences and the USSR Ministry of Labour and Social Affairs, the All-Union Centre for Labour Organization and Retraining and the All-Union Centre for Vocational Guidance of the USSR Ministry of Labour and Social Affairs and the USSR State Committee for Education were established to improve informational, methodological, organizational and management services, coordination of practical activities and scientific research in the field of labour organization, training and professional guidance.

Article 11.1 (a)

205. The right of women to work, i.e. to receive guaranteed work paid according to its amount and quality and not lower than the established State minimum wage, including the right to choice of profession and type of job and activity in accordance with the woman's vocation, capacities, professional training and education and taking account of the needs of society, is guaranteed by the Constitution of the USSR (article 40).

Article 11.1 (b)

206. Under the USSR Constitution and the fundamental legislation of the USSR and the union republics with amendments and additions up to 31 March 1988, it is prohibited by article 9 (on guarantees of admission to work) to refuse without good grounds or in any way directly or indirectly to restrict the right to admission to work on the basis of sex, race, national origin or religious conviction.

Article 11.1 (c)

207. ILO Convention No. 122 concerning Employment Policies, whose object - through State execution - was the implementation by ILO Members of a policy of "full, productive and freely chosen employment", has been ratified by the Soviet Union.

208. In the USSR the right of women to work covers the right to choice of profession and type of job and activity in accordance with their vocation, capacities, professional training and education, and taking account of the needs of society, and is also ensured by legally anchored guarantees of the right of women to work.

Article 11.1 (d)

209. In 1956 the USSR ratified ILO Convention No. 100 concerning Equal Remuneration for Men and Women for Work of Equal Value.

210. The Constitution of the USSR prohibits any reduction in the rate of paid labour on the basis of sex, age and nationality. This principle is enunciated in the preamble and in article 36 of the Bases of labour legislation of the USSR and the union republics, and has been reproduced in the legislation of the republics.

211. However, in practice the lower (than in the case of men) professional level and structure of women's employment significantly influences the level of women's pay. The actual average wage of women is one third lower than that of men. In manufacturing fields, where men predominate, the wages are, taken overall, 25 per cent higher than in the service sphere, where there are more women.

212. The resolution adopted by the USSR Supreme Soviet on "Urgent measures to improve the status of women, the protection of the mother and child and the strengthening of the family", and other measures taken by the Government were designed to correct the situation of the lower level of pay of women compared with men.

213. To eliminate the disproportion which has arisen between pay in national education, health, social security and cultural and clerical work on the one hand and the wages of workers in the manufacturing sector on the other, the USSR State Committee for Labour, in accordance with the instructions of the USSR Cabinet of Ministers, on 20 March 1991 approved new higher rates of pay and official salary scales for employees in the above-mentioned areas. The previous rates and salaries were increased on average by 35-40 per cent, while in order to give compensation for additional expenditure occasioned by the changes in retail prices of goods and services, rates and salaries increased in national education by 77 per cent, in universities by 60 per cent, in health by 91 per cent, in cultural educational establishments by 70 per cent, in theatrical and entertainment enterprises by 58 per cent, and in clerical work by 81 per cent. The salaries of middle-grade and junior medical staff increased by greater amounts. Thus, for example, the salary of nursing sisters rose by 85-87 per cent, and that of medical auxiliaries and children's nurses and wet nurses doubled. The above-mentioned resolution also increased the amount of the monetary allowance for foster parents in family-type

children's homes looking after orphans and children not in the care of their parents, including an additional cash allowance in respect of each child up to the age of three on grounds of the greater demands imposed by care of the latter.

214. The increase in rates and salaries for workers in these areas affects more than 18 million people, of whom more than 80 per cent are women.

Article 11.1 (e)

215. In the USSR law on "Pension arrangements for citizens of the USSR", adopted on 15 May 1990, it is provided that women have the right to an old age pension on attaining the age of 55 years after a working period of not less than 20 years. At the same time various reliefs have been established in respect of women's pension arrangements: it is provided in article 18 of the law that women who have given birth to five or more children and have brought them up until the age of eight and mothers of children disabled from childhood who have brought them up until that age are entitled to an old-age pension on reaching 50 years and after a working period of not less than 20 years including the time spent as a non-working mother with small children, but not for longer than up to the age of three years for each child, with an overall limit of six years (article 67, paragraph h) or after a working period of not less than 15 years excluding the above-mentioned period devoted to looking after the children.

216. Furthermore, favourable pension arrangements have been established for women working as operators of milking machines and pig-minders on collective farms, State farms and in other agricultural enterprises; for women employed for a full season on growing cotton and picking raw cotton and on cultivating, harvesting and post-harvest processing tobacco; for employees in textile production working with lathes and machines; and for women working as tractor drivers and drivers of construction, road-building and loading and unloading machines mounted on tractors and excavators. Included in the period of work giving an entitlement to a pension is the period of service of wives of officers, junior officers, warrant officers and members of the armed forces on extended service in places where there is no possibility of obtaining work for which the wives are qualified, not more than 10 years being allowed under these heads.

217. In the USSR necessary measures are being taken for the social security of women on an equal footing with men in the event of illness, unemployment, disablement and other cases of loss of capacity to work. In the case of sickness of their children, working women or another member of the family are granted leave for the care of the sick child with an allowance paid from the State social insurance. In such cases sickness certificates and the allowance for care of a sick child under the age of 14 are issued for the period during which the child needs care, but for not more than 14 calendar days. (Resolution of 20 October 1987 by the USSR Council of Ministers and the All-Union Central Council of Trade Unions on "Extension of the period of payment of allowances for care of children", SP USSR, 1987, No. 49, article 161.)

218. In the case of hospital treatment of children up to the age of three years, and also of seriously sick older children, who a doctor decides



need maternal care, mothers are permitted to stay with the child in the treatment establishment with a grant paid to them in the prescribed manner under social insurance (article 42 of the Bases of health legislation).

Article 11.1 (f)

219. In the USSR there is in force special legislation for the protection of women's employment, which includes a system of legal, economic, medical and administrative and technical measures, instituted by the State to ensure healthy and safe conditions for women at work. Women's work is primarily subject to the normal rules of labour law, resting on the Bases of labour legislation of the USSR and the union republics. Furthermore, women have the possibility of legal defence of their rights. In the Criminal Code of the RSFSR and of the other union republics rules are established providing for the liability of officials for breaches of labour protection regulations etc.

220. The Soviet Union complies strictly with ILO Convention No. 45, which it ratified, concerning the employment of women on underground work. In accordance with current legislation, the use of female labour underground is prohibited. Female labour in such conditions is allowed exceptionally only in such cases where they hold managerial posts and do not do physical work or are engaged on medical and social services and require on occasions to enter the underground section of the enterprise to do non-physical work (article 68 of the Bases of labour legislation of the USSR and the union republics).

221. A list of industries, occupations and jobs involving hard and harmful conditions of work, in which the use of female labour is prohibited, was established by resolution No. 240/P10-3 of 25 July 1978 by the USSR State Committee for Labour and the Presidium of the All-Union Central Council of Trade Unions, with subsequent amendments in 1988 and 1990. At the present time, in accordance with a resolution of the USSR Supreme Soviet of 10 April 1990 work is in progress on further amending and supplementing this list.

222. The carrying and transporting by women of weights exceeding the limits established for them is prohibited (article 160 of the RSFSR Labour Code and the corresponding articles of the other union republic Labour Codes).

223. In accordance with the resolution of the USSR Supreme Soviet of 10 April 1990 on "Urgent measures to improve the status of women, the protection of the mother and child, and the strengthening of the family", proposals have now been prepared for reviewing the norms in force for the lifting and carrying of loads by women, which should more fully take account of the particular physiological characteristics of the female organism. It is proposed to fix at 10 kilograms the maximum weight which women may lift and carry by hand occasionally in the course of other work, and at 7 kilograms in the case of continuous shift work.

224. The recruitment of women for night work is not permitted, with the exception of those sectors of the economy where this is required by special circumstances and is permitted as a temporary measure (article 69 of the Bases of labour legislation of the USSR and the union republics).

225. In accordance with the resolution of the USSR Supreme Soviet of 10 April 1990 on "Urgent measures to improve the status of women and the

protection of the mother and child", the economic and health authorities of the USSR, with the participation of governments of the union republics, are currently studying the question of determining those areas of the economy and industry and those jobs where night work for women is not required by special circumstances, and of withdrawing women from night shifts, with primary regard to the exemption from night work of women with children up to the age of 14 or disabled children up to the age of 16 years.

226. However the process of freeing women from industrial production and jobs with unfavourable conditions of work is encountering serious opposition from women themselves: not having the possibility of securing for themselves the necessary level of pay by raising their qualifications, they often occupy those very jobs in which harder conditions of work are compensated by relatively high pay, additional holidays and a favourable retirement regime.

227. In general, the USSR government policy for improving women's working conditions is based on the development of technical progress and progressive freeing of women from labour under hard and injurious working conditions and from night shifts in industry.

#### Article 11.2 (a)

228. Chapter VIII of the Bases of labour legislation and the corresponding chapters of the Labour Codes of the union republics contain articles on women's labour. In accordance with them, it is prohibited to refuse to employ women or to reduce their wages for reasons related to pregnancy or their having children up to the age of three years, or single mothers with children up to the age of 14 years (disabled children up to 16 years). In the case of refusal to employ the above-mentioned categories of women, the management is bound to inform them in writing of the reason for refusal. Refusal to employ may be appealed against in the people's court.

229. Dismissal, at the instance of the management, of pregnant women and women with children up to the age of three years or single mothers with children up to the age of 14 years (disabled children up to 16 years) is prohibited except in cases of total liquidation of the enterprise, establishment or organization, when dismissal is permitted due to essential redeployment of labour. Mandatory redeployment of such women may be undertaken by the management also in cases of discharge on completion of a fixed labour contract. During the period of redeployment they retain their average wage for not more than three months from the day of expiry of their contract.

230. In the event of reduction in the staff establishment, preference for retention, subject to equal productivity and qualifications, is accorded to: persons having families with two or more dependents; persons in whose families there are no other workers earning their own wages; and single women with minor children and children unable to work etc.

231. Refusal to employ or dismissal from work of women on grounds of pregnancy and similarly refusal to employ or dismissal from work of nursing mothers is punishable by corrective labour for a term of up to one year or deprivation of office (article 139 of the RSFSR Criminal Code).

232. Similar articles are contained in the Criminal Codes of the other union republics.

Article 11.2 (b)

233. From 1 April 1990 maternity leave has been granted to women in accordance with article 71 of the Bases of labour legislation in the amount of 70 calendar days before birth and 56 calendar days following birth, with an allowance paid by the State social insurance for that period equal to the full working wage. In the event of abnormal births or the birth of twins or multiple births the leave after birth is extended to 70 calendar days. Payment for this leave, regardless of length of service, is at the level of the average monthly wage. (Formerly the length of prenatal leave was 56 days.)

234. Maternity is calculated overall and granted to women in full, regardless of the number of days actually taken as prenatal leave. This rule not only guarantees that women receive their full maternity leave entitlement, but also eliminates causes of conflict between women and doctors in women's clinics on determining the term of pregnancy, thus contributing to improving the quality of clinic services to pregnant women.

235. Starting in 1981, for women who so wish, and provided they have completed an overall length of service of not less than one year (for those below the age of 18 years regardless of length of service), partly-paid leave has been available for caring for the child until the age of one year, and since August 1987 one and a half years, with an allowance paid from the State social insurance. The allowance is paid in the first instance by the managements of enterprises and establishments and is deducted from their social insurance contributions.

236. Partially-paid leave for looking after a child is also granted to women on study leave from work. In this case, no minimum length of service is required.

237. In addition to the above-described leave for women, additional leave without pay may be granted at their request for the care of a child up to the age of three years, with their job being kept open. During the time when she is on leave to look after a child, a woman may, at her request, work part time or at home. In this case she retains the right to receive the grant payable during the period of partly-paid leave to look after a child.

Article 11.2 (c)

238. It is not permitted to employ pregnant women and women with children up to the age of three years on night work, overtime or free days, or to send them on mission.

239. Women with children between the ages of three and 14 years of age (disabled children 16 years) may not be required to work overtime or go on mission without their consent.

240. At the request of pregnant women and women with children up to the age of 14 years (including children to whom they are guardian) or providing care for a sick member of the family in accordance with medical direction, the

management is bound to arrange a part-time working day or a part-time working week for them. Wages in such cases are paid in proportion to the time worked or as a function of output (article 26 of the Bases of labour legislation of the USSR and the union republics as reproduced in paragraph 6 of the Decree of the Presidium of the USSR Supreme Soviet of 2 September 1987, and the resolution of 10 April 1990 by the USSR Supreme Soviet on "Urgent measures to improve the status of women, the protection of the mother and child, and the strengthening of the family").

241. Both on recruitment and during the period of work, a flexible work schedule may be arranged by agreement between the management and women workers, if owing to the need to look after children the woman cannot work the normal schedule applicable in a given enterprise, establishment or organization. A flexible schedule is a special form of arranging working time in enterprises (organizations), providing for the participation of the woman in fixing her work time in accordance with her daily social, living and other personal requirements and taking into account the interests of production.

242. Working women with two or more children under the age of 12 years are granted:

- Additional three-day paid leave;
- Additional leave without pay for looking after children for a period of up to two weeks by agreement with the management at times when production conditions permit.

243. Women with children up to the age of 15 years enjoy priority in concluding work contracts for work at home. The provisions governing conditions for home workers were confirmed in the resolution of 29 September 1981 by the USSR State Committee for Labour and the Secretariat of the All-Union Central Council of Trade Unions (Gazette of the USSR State Committee for Labour, 1982, No. 1).

244. In the resolution of 10 April 1990 by the USSR Supreme Soviet on "Urgent measures to improve the status of women and the protection of the mother and child", it is laid down that leave for looking after a child up to the age of three years is granted fully or in part to the mother of the child or at the discretion of the family to the father, grandmother, grandfather or other relative actually caring for the child; working husbands are granted the right to annual leave at their request at the time of the maternity leave of their wife; one of the parents (guardian or trustee) bringing up a disabled child is entitled to a certificate authorizing temporary absence from work for the whole period of medical treatment (including travel time) for a disabled child up to 16 years of age upon medical declaration of the need for individual care of the child, and one additional free day per month paid for by social insurance in an amount representing the daily salary.

245. By this resolution benefits provided to women in connection with maternity (prohibition of night work, overtime, holiday work, or sending on mission, grant of additional leave, establishment of favourable work regimes and other benefits as established by current legislation) are extended to fathers bringing up children without mothers (in the event of their death,

deprivation of parental rights, long-term hospital treatment and other cases of absence of maternal care for children) and also to guardians (trustees) of minors.

Article 11.2 (d)

246. In accordance with current laws and resolutions of the Government, on medical advice work norms or service norms are lowered for pregnant women or alternatively such women are transferred to lighter work eliminating the effects of unfavourable industrial factors, while retaining the average wage for their former work. Pending a decision to assign, on medical advice, a pregnant woman to lighter work eliminating the effects of unfavourable industrial factors, she may be released from work with retention of the average wage for all working days lost, at the expense of the enterprise, establishment or organization. Heads of groupings, enterprises and organizations, together with trade union committees and organs of the health inspectorate and with the participation of women's associations, determine, in accordance with the medical indications, suitable workplaces and lay down the type of work to which pregnant women may be transferred, or which may be undertaken by them at home, and also establish special factory shops (sections) for their work or organize job-sharing sections of the plant. The USSR Ministry of Health together with the competent departments and scientific-research establishments has developed health recommendations for rational work patterns for pregnant women in respect of 67 sectors and subsectors of the economy.

247. In addition, both the maternity leave and the period of undertaking light work due to pregnancy are included in the period of service giving entitlement to additional leave on grounds of harmful working conditions.

248. In order to ensure that women enjoy more favourable conditions for fulfilling their maternal functions, it is also established that it is not permitted to employ women with children up to the age of three years on night work, overtime, or free days or to send them on mission (article 69.2 of the Bases of labour legislation). Prior to adoption of the resolution of the USSR Supreme Soviet of 10 April 1990 on "Urgent measures to improve the status of women, the protection of the mother and child, and the strengthening of the family", this benefit was applicable only to women with children up to the age of two years.

249. Women with children aged between three and 14 years (disabled children 16 years) may not be employed on overtime work or sent on mission without their consent (article 69.3 of the Bases of legislation). Under the earlier version of this provision, only women with children between the ages of two and eight years were entitled to exemption from overtime work or travel on mission.

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

#### Article 12.1

250. The State system of protection of maternity and childhood is contained in the "Bases of legislation of the USSR and the union republics on health". It provides a network of specialist treatment and preventive care establishments (women's clinics, maternity homes (departments), gynaecological infirmaries (sections), children's polyclinics and hospitals) providing every woman and child with free medical assistance.

251. An important step in the development of material support and protection for the mother and child was resolution No. 1318 of 19 November 1987 by the Central Committee of the CPSU and the USSR Council of Ministers on "Basic guidelines for the development of public health care and the restructuring of the USSR health service in the twelfth Five-Year Plan and in the period up to the year 2000", identifying protection of maternity and childhood as a priority element of Soviet health care. By this resolution it was envisaged radically to restructure the work of out-patient clinics for women and children, maternity homes and children's wards, to improve the level of their preventive-care activities, to achieve more rapid construction of maternity homes, women's clinics and children's hospitals and polyclinics, allocating for this purpose not less than 40 per cent of the budgeted capital investment and by 1995 fully to satisfy the needs of the population for obstetric treatment and preventive-care establishments.

252. In recent years a series of specific measures has been taken in the USSR for the priority development of protection of the mother and child and reduction of maternal and infant mortality. The material and technical basis of services is being established on qualitatively new foundations, new types of institutions are being established - perinatal centres, rehabilitation treatment centres for children and sanatoriums for children accompanied by their parents. The network of "Marriage and Family" clinics, medico-genetic clinics, children's polyclinics, maternity homes and children's hospitals with provision for mothers and children to be together is expanding.

253. In the years 1986-1990, from all sources of financing, the number of beds in children's and obstetric wards was increased by 49,000, and the number of visits to children's out-patient clinics by 69,300. Currently there are in the country 258,700 maternity beds, 208,300 beds in gynaecology wards and 638,100 beds for sick children.

254. Measures are being taken to develop prenatal diagnosis and mass screening of newborn children for hereditary ailments. Reanimation facilities for women and children are being perfected. New, higher levels of expenditure have been introduced for food, medicines, dressings and furnishings in maternity homes (departments), children's hospitals and clinics and gynaecological departments; free provision of food products for children in the first two years of life belonging to families with many children and to low-income families; free supply of medicines to all children up to the age of

three years for treatment at home and children suffering from myasthenia, myopathy, haemophilia, AIDS, infantile cerebral palsy, bronchial asthma, premature sexual development, phenylketonuria and mucoviscidosis, and to children and pregnant women living in districts affected by the accident at the Chernobyl Nuclear Power Station; introduction of separately financed maternity beds and beds for newborn babies; extension of prenatal leave to 70 days and paid leave for care of children up to one and a half years of age and leave with retention of women's jobs for up to three years.

255. A fundamentally new concept of protection of the mother and child has been developed and introduced by the USSR Ministry of Health based on comprehensive regional scientific and practical programmes, providing for priority action to promote health care for women and children and to lower maternity and infant mortality in the various regions of the country.

256. In developing the principle of the regional approach to solving current problems of protection of maternity and childhood based on comprehensive regional programmes (decision of the Board of the USSR Ministry of Health of 7 September 1988, protocol No. 26-2), a series of documents was issued by the USSR Ministry of Health, laying down a strategy for health authorities and establishments directed at reducing maternity and infant sickness and mortality. For this purpose and in cooperation with the V. I. Lenin Soviet Children's Fund work was undertaken over a period of three years to provide practical help to the Central Asian republics and Kazakhstan - over 100 medical teams were dispatched to these republics each year, and in territories with the highest maternal and infant mortality 40 doctors from the V. I. Lenin Soviet Children's Fund, leading specialists of the USSR Ministry of Health, are working.

257. In maternity, gynaecological and children's treatment and preventive-care establishments new forms of organization are being introduced: day wards, home clinics, emergency assistance centres for non-hospitalized children, group contracts and self-financing; advisory and diagnostic centres are being established.

258. As a result of the work undertaken the rate of maternal mortality in 1989 compared with 1980 fell by 22.3 per cent (from 56.4 to 43.8 per 100,000 live births), and infant mortality correspondingly fell by 16.8 per cent (from 27.3 to 22.7 per thousand births).

259. However, the high rate of maternal and infant mortality, significantly higher than comparable rates in developed countries, shows that the requirements of the United Nations Convention on the Elimination of All Forms of Discrimination against Women have not been completely fulfilled.

260. One of the basic reasons for the high maternal and infant mortality is the frequency of confinements particularly in the Central Asian republics and Kazakhstan. The average interval between births for women living in rural areas of Central Asia is 19 months, and in the case of a quarter of the women it is less than a year.

261. A significant role in maintaining women's health is played by reproductive behaviour and rational family planning. The basic method of

birth control in the USSR is abortion, of which there are some 7 million per year.

262. In view of this, the Government and the USSR Ministry of Health have focused their attention on measures to prevent unplanned pregnancy, on the wide introduction of all forms of contraception, and on training of medical personnel on family planning matters. Procurement of various contraceptive facilities was increased, the mass production of Soviet-made copper intra-uterine coils was organized, and the matter of establishing joint ventures with foreign firms for the production of contraceptives is being dealt with. Subject to the consent of women and in accordance with the medical indications, surgical sterilization is permitted.

263. A public association - "Family and Health" - has been set up, the basic function of which is family planning.

264. The number of abortions in 1990 compared with 1988 fell by 254,168, and the rate of abortions per 1,000 women of child-bearing age fell during the period concerned from 103.2 to 99.8.

265. In accordance with the decision of the Board of the USSR Ministry of Health of 31 January 1990, republican, regional, town and inter-district family planning centres (cabinets) were organized and family planning components were included, and expanded, in the schedules for training and further training of doctors in all fields. Wide practical use is made of the painless method of artificial pregnancy-termination by vacuum suction in the early stages.

#### Article 12.2

266. A resolution of the USSR Supreme Soviet entitled "Urgent measures to improve the status of women, the protection of the mother and child and the strengthening of the family" dated 10 April 1990 regulates the timely transfer of pregnant women to alternative and easier work, eliminating the effects of unfavourable industrial factors. For this purpose the establishment of workplaces and specific types of job is recommended to which pregnant women can be transferred or which they can carry out at home, together with the setting up of special factory shops (sectors) for them to work in. Pending settlement of the matter of the appropriate employment of a pregnant woman on the basis of the medical findings, she is released from work while continuing to receive her average salary, at the expense of the undertaking, institute or organization, for all the working time thus lost.

267. The numerous factors affecting the health of mother and child (socio-economic, biological, ecological, medico-administrative, etc.) call for a comprehensive and urgent solution of the problems of the protection of mother and child. It is precisely this comprehensive approach to the basic aspects of mother and child health care which has a real bearing on the improvement of the quality of medical attendance for women and children that is presented in the draft document: "The basis of State policy for improving the status of women and the family and for the protection of the mother and child. A programme of action for the 1990s".



Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to family benefits;
- (b) The right to bank loans, mortgages and other forms of financial credit;
- (c) The right to participate in recreational activities, sports and all aspects of cultural life.

Article 13 (a)

268. In 1990, direct State expenditure on financial support for families with children (not counting cost-free medical attendance and instruction) attained the sum of 24-25 billion roubles. Monthly allowances are paid in respect of 15 million children, i.e. every fifth child in the country.

269. At the end of 1980s a number of measures were adopted for assisting the family and protecting the mother and child. These included:

- Extension of the paid period for care of a sick child to 14 days, with payment for the days over and above those prescribed by the current legislation at a rate of 50 per cent of salary;
- An increase in State monthly allowances for children, payable to the wives of serving members of the armed forces;
- Extension of the right to the allowance assigned for single mothers to widows with children but not receiving a pension in case of loss of the breadwinner;
- The provision of cost-free medicaments for children up to the age of three;
- Exemption of newly-married couples from the tax on persons with small families during the first year as from the time of registration of the wedding;
- The introduction of supplementary reliefs and allowances for improving the upbringing, education and maintenance of orphans and children left without parental care;
- Increase to 12 years of the age of children whose parents qualify for the low-income allowance;
- An increase up to minimum wage level of the allowance for children disabled from their earliest years (up to the age of 16);
- Establishment of a social pension for children in case of loss of the breadwinner in an amount of 50 per cent of the minimum wage, etc.

270. As part of the effort to provide social support for families with children during the transition to a market economy, it was necessary radically to change the system of payment of children's allowances, making them receivable in advance. The first stage in solving this problem was the resolution of 10 April 1990 adopted by the USSR Supreme Soviet entitled "Urgent measures to improve the status of women, the protection of the mother and child and the strengthening of the family", in accordance with which as from 1 January 1991 larger (100 per cent of minimum wage) allowances are payable to persons on leave for looking after a child, in that the allowance assigned to them is intended to replace the temporary loss of earnings. In order to ensure equal rights for men and women in bringing up young children, the resolution in question provides for the right of the family to choose which of the parents, or which other relative or other person, shall be on leave and looking after the child until it reaches the age of three years. For persons not in employment and actually looking after a child, this allowance represents a new form of social support for the family, and amounts to 50 per cent of the allowance for working persons. In addition, there has been an increase in the allowance for children under guardianship, the children of serving members of the armed forces, etc. In all, over 3 billion roubles have been assigned for the above measures, which made it possible to improve the material status of about 6 million families with children.

271. Resolution No. 759 of the USSR Council of Ministers dated 2 August 1989, entitled "Supplementary measures for the social protection of families with children in connection with the transition to a regulated market economy" replaced the one-time allowance previously paid on the birth of a child and varying as a function of the sequence of birth and the monthly allowances for multi-child families in respect of the fourth and following children up to the age of five years by the following: a one-time allowance on the birth of a child in an amount representing three times the minimum wage and a single monthly allowance for children aged from 1.5 to 6 years in an amount representing 50 per cent of the minimum wage in respect of each dependent child, provided that the mean total payment per family member does not exceed double the minimum wage. The monthly State allowance for single mothers paid for each child up to the age of 16 (in the case of students not receiving a grant, up to the age of 18) was raised to a level representing 50 per cent of the minimum wage. The cost of these measures has been estimated at more than 10 billion roubles.

272. In accordance with a resolution by the USSR Cabinet dated 19 March 1991 entitled "The reform of retail prices and the social protection of the population", as from April 1991 the amount of all current pension payments and children's allowances has been increased by 40-65 roubles per month.\*

273. In addition, monthly payments of 40 roubles have been introduced for children up to the age of 16 years (in the case of students not receiving a grant, up to the age of 18 years), not in receipt of allowances or pensions under the present social security system.

---

\* A description of the new system of children's allowances payable at general union level, taking account of compensation in connection with the reform of retail prices, is annexed.

274. Annual special payments compensating for the increase in prices of articles for use by children have been also introduced, on the following scale:

- For children up to the age of 6 years - not less than 200 roubles;
- For children between the ages of 6 and 13 years - not less than 240 roubles;
- For children between the ages of 13 and 18 years - not less than 280 roubles.

Article 13 (b)

275. At present credits are granted to young families for building a dwelling house or for installing a household in an amount up to 1,500 roubles. The right to the grant of a credit is possessed either by the husband or the wife, at the choice of the family. The provision of credits to families with children is regarded as a promising and highly effective form of assistance.

Article 13 (c)

276. In the USSR the necessary measures are taken to ensure equal opportunities for women in sports and the use of cultural facilities.

277. The number of women regularly participating in physical culture and sport amounts to 41.2 per cent of the total number of persons engaging therein.

278. Among the persons participating in cultural and artistic activities, there are 1,386,000 women.

279. However, statistics on the allotment of time to various activities show that women do not have equal opportunities with men for recreation, visiting theatres and cinemas, reading and so on.

280. Women bear the main burden of housework. A breakdown of time spent by the USSR State Committee on Statistics in March 1990 showed that the time spent by female workers and employees on housework amounted to 3 hours 30 minutes of the working day, and in the case of female collective farm workers to about 4 hours; the free time of these two categories amounted respectively to 1 hour 58 minutes and 1 hour 32 minutes. On their free days, women devote to housework almost twice as much time as on their working days. More than 40 per cent of the time spent by women on housework on working days and more than 30 per cent of that spent on free days is devoted to cooking. There are considerable differences in the time spent on housework as between men and women. On a working day women spend three times as much time on housework as men, and on a free day twice as much. Working women have 1.5-1.6 times less free time than men.

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate

measures to ensure the application of the provisions of the present Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To participate in the elaboration and implementation of development planning at all levels;

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) To benefit directly from social security programmes;

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) To organize self-help groups and cooperatives in order to obtain equal access to economic opportunities through employment or self-employment;

(f) To participate in all community activities;

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

#### Article 14.1

281. Women in rural areas and women engaged in agriculture possess the same rights as female workers and employees at State enterprises and in organizations.

282. In specific cases they are accorded supplementary reliefs in comparison with women workers in industrial enterprises. For example, in the case of women tractor drivers and machine operators employed in agriculture and other branches of agrarian production, the supplementary leave period of six days provided for machine operators is increased to 12 working days.

283. For women machine operators working with tractors, combine harvesters and complex agricultural machinery, the output norms are set 10 per cent lower than those applicable in the relevant branch (resolution of the USSR Council of Ministers of 14 January 1969 entitled "The wider utilization of women's services in skilled agricultural work" - USSR Code of Laws, Vol. 2, p. 423).

284. In the case of women with young children and hence not engaged in public productive activities, the time spent by them on rearing cattle and poultry and growing potatoes, vegetables and other crops on their personal smallholdings under agreements with collective farms, State farms and consumers' cooperative organizations is included in the total length of service giving entitlement to various forms of social assistance (cf. para. 5 of the resolution of the USSR Council of Ministers of 19 September 1987 (SP SSSR, 1987, No. 46, art. 153)).

Article 14.2 (a)

285. With the acquisition in recent years of enhanced local independence and rights, increased efforts have been made by the committees and commissions for women's affairs of the Supreme Soviets and Governments of the union republics to solve the problems of labour by rural female workers. Thus, on an initiative of the Supreme Soviet Committee on Family Affairs and Population Policy of the Russian Federation, a resolution was adopted in 1990 by the RSFSR Supreme Soviet regarding urgent measures to improve the status of rural women.

286. The urging of women deputies prompted resolutions by the Supreme Soviets and Governments of Uzbekistan, Tadzhikistan, Turkmenia, the Ukraine and Moldavia to adopt measures prohibiting the employment of pregnant women and women with children under the age of three on work on cultivation and preliminary processing of tobacco, while the State agro-industrial authorities of the Republics were instructed to prepare and introduce safe technologies conforming with the mode of organization and the conditions of labour in these activities.

Article 14.2 (b)

287. The need to reinforce social action to protect the health of the rural woman and child was due, in the first instance, to the fact that women's labour in agriculture is associated with ecologically unfavourable factors (mineral fertilizers, toxic chemicals, pesticides), and with high physical stresses. Spot-checks on the health of women employed in animal husbandry showed that they suffered twice as many cases of pregnancy complications (late toxicoses) and four times as many miscarriages. In the Central Asian republics up to 80 per cent of pregnant rural women suffer from iron-deficiency anaemia. The figures for death in childbirth and infant mortality in rural areas are higher than in the towns of the USSR. In the country such cases account for 54-57 per cent of deaths, and in the Central Asian republics and Kazakhstan for 60-80 per cent. Infant mortality in the country is 40-50 per cent higher than in the towns.

288. Rural women have access to poorer health protection facilities than urban women. Only 21 per cent of large villages with a population of over 500 have a hospital within their own limits, 32 per cent have out-patient polyclinics and 76 per cent obstetrical facilities with medical auxiliaries. More than 4 million persons living in large villages are obliged to obtain primary health care from places three or more kilometres distant from their dwellings.

289. In this connection wide use is made of mobile forms of medical assistance, bringing the help of qualified specialists to the inhabitants of

rural localities and their children. Dispensary care and prophylactic health checks and public health measures are provided for country residents. At the obstetrical facilities, the out-patient medical clinics and the regional hospitals, additional teams of paediatricians and medical auxiliaries are detailed for rendering medical assistance to pregnant women and children, in order to bring such assistance directly to the places of residence of the rural female and child population.

290. In order to eliminate the imbalance in the standards of medical care available for the urban and for the rural populations, the intention is to change over to the provision of medical assistance to women and children on a graduated basis as a function of the type and seriousness of the disorders concerned and not of the place of residence in an urban or rural area. An improvement of quality at all stages will be ensured by the establishment of centres for specialist medical care (republican, interregional, regional, district, etc.), which will have at their disposal modern equipment and qualified specialists applying the results of the latest achievements of medical science and practice.

Article 14.2 (d)

291. As a result of the development of lease arrangements and farming, the importance of the role of rural women has substantially increased during recent years. As a survey of leaseholders in various parts of the country showed, the proportion of women among them amounted to more than 25 per cent. These are usually women around the age of 40. Among women lessees, 32.2 per cent have intermediate professional, intermediate specialist and higher educational qualifications, and 28.5 per cent have had a general secondary education. Thus more than 60 per cent of women lessees have a fairly high educational level, which affords them a real possibility of deepening and widening their knowledge and capabilities connected with their special field. Married women account for over 80 per cent of the total. Great popularity is enjoyed by family farms oriented towards animal husbandry on a leasing basis, and headed by women. Work on such farms calls for a constant raising of levels of knowledge and qualifications, taking account of factors of age, educational background and regional peculiarities. Thus, 83 per cent of women lessees have embarked on two or more professions, and 50 per cent of them aim to qualify in three or more. Highest in favour are professions associated with trade and marketing of produce, together with its processing and storage.

Article 14.2 (h)

292. In recent years the Government has adopted a number of provisions intended to improve the living conditions of the rural population.

293. Resolution No. 197 of the USSR Council of Ministers dated 11 February 1988, entitled "Measures to accelerate individual housing construction" provides preferential arrangements for financing and affording credit for such building operations in rural areas, involving the grant of loans of up to 20,000 roubles repayable over a period of 50 years starting from the third year after the grant. Rebuilding and major repair of dwelling houses with outbuildings and their connection to the utilities, and also construction of outbuildings for keeping cattle and poultry and storing

agricultural products may qualify for a loan of up to 4,000 roubles, repayable over 10 years beginning from the third year following its grant.

294. In March 1988 the USSR Council of Ministers adopted resolution No. 407 entitled "Measures to develop the social sphere in the Moscow region during the period 1988-1995", laying down the targets for putting into service dwelling houses and facilities associated with national education, health care, culture, and other components of the social sphere.

295. A programme of social development of the village was confirmed by resolution No. 290 of the USSR Council of Ministers dated 5 April 1990. Resolution No. 491 adopted by the USSR Council of Ministers on 17 May 1991 entitled "The activity of consumers' cooperatives in the USSR" made provision by the year 1995 for an increase in the retail turnover of goods in rural areas by a factor of 1.6-1.8, and in the volume of paid services provided for the population by a factor of not less than 2.2-2.5.

296. On the basis of article 4 of the USSR law on "The limitation of powers as between the Union and federal entities", republican and local authorities are responsible for the overall economic and socio-cultural development of their territories, taking account of the interests of all the residents (law published in the newspaper "Pravda" of 4 May 1990, Gazette of the USSR Supreme Soviet, 1990, No. 19, Art. 329).

#### Article 15

1. States Parties shall accord to women equality with men before the law.
2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.
3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and freedom to choose their residence and domicile.

#### Article 15.1

297. Full equality of women with men is guaranteed likewise in the provisions of the civil legislation. Thus, article 8 of the current Bases of civil legislation of the USSR and of the union republics lays down that "the capacity to have rights and responsibilities (civil legal capacity) is accorded in equal measure to all citizens of the USSR".

298. All citizens of the USSR are entitled by their own actions to obtain civil rights and create civil responsibilities for themselves (civil legal competence). For both men and women legal competence is achieved at the age of 18.

299. No one may be restricted in his or her legal capacity or competence other than in the cases and in the manner provided by law. Transactions directed at limiting legal capacity or competence are null and void.

300. By virtue of the above-mentioned Bases of civil legislation the right to conclude agreements and to obtain and use appurtenant property is accorded in equal measure to men and to women.

301. Article 5 of the Bases of civil legal procedure of the USSR and the union republics, approved on 8 December 1961, grants to every person concerned the right - in a manner laid down by law - to go to court for the defence of a violated or disputed right or of an interest protected by law. This affects men and women equally.

302. The establishment of genuine equality of women in family and legal relations and in political and social activities has done much to enable women to obtain access to the professions and to participate in social production.

#### Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

- (a) The same right to enter into marriage;
- (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
- (c) The same rights and responsibilities during marriage and at its dissolution;
- (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
- (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
- (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
- (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
- (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.



2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

#### Article 16.1

303. The equality of women and men in family relations is embodied in article 4 of the USSR Bases of legislation governing marriage and the family. The second part of the same article provides that no form of sex-dependent, direct or indirect limitation of rights or the introduction of direct or indirect advantages upon entry into marriage and family relations shall be allowed. This being so, all the following articles of the Bases lay down, for purposes of settling any matter affecting the rights and responsibilities ensuing from marriage or membership of a family union, the full legal equality of man and woman, with the interests of the child being paramount.

304. For purposes of concluding marriage, article 10 of the Bases of USSR legislation governing marriage and the family calls for the mutual agreement of both parties - the man and the woman.

305. The law makes provision for no differentiation between the rights of the spouses, whether at the moment of conclusion of marriage, or during its course, or upon its dissolution. Each of the spouses is free to choose an occupation, profession and place of residence (article 12 of the Bases). Thus, entry into marriage in no way affects these constitutional rights of women.

306. Article 18 of the Bases of USSR legislation governing marriage and the family provides that the father and the mother have equal rights and responsibilities vis-à-vis their children. This concerns both rights regarding the upbringing of the child and responsibilities for its maintenance, guardianship, adoption and other rights and responsibilities affecting children.

307. The spouses enjoy the same rights and bear the same responsibilities in respect of their property, both during marriage and upon its dissolution. The law provides that these rights remain equal even when one of the spouses, owing to running the household, caring for children or for any other reason, does not receive an independent income (article 12 of the Bases of USSR legislation governing marriage and the family). This rule is intended primarily to ensure the equality of women, since in the majority of cases it is the wife who undertakes the work of running the household and bringing up the children.

308. Women have the right themselves to decide whether to have a child. In the case of an unwanted child, the woman is entitled to have an abortion, carried out free of charge in State medical facilities. Women can obtain advice and contraceptive devices at special women's clinics.

309. The father and the mother have equal rights and responsibilities towards their children. These rights remain equal even when the marriage is dissolved. Parents are completely equal in their rights and responsibilities

in respect of children even where the child is born out of wedlock, provided that paternity has been established by a joint declaration by the parents to the registry office or by a court decision (article 16 of the Bases).

310. Parental rights cannot be exercised in contradiction of the interests of the children (article 18 of the Bases). In settling matters affecting the child, the interests of the latter are paramount – for example, when deciding, in the case of a separated couple, with which parent the child shall live, or when establishing the arrangements for the participation of separated parents in the upbringing of the child and for access to it, etc.

311. On the same basis as men, women have the right to exercise guardianship, wardship or adoption of children and enjoy the same rights in fulfilling these responsibilities (article 24 of the Bases). Adoption in the USSR is permitted only in the interests of the child; when arranging guardianship or wardship, the selection of the person exercising these functions is likewise governed exclusively by the interests of the child.

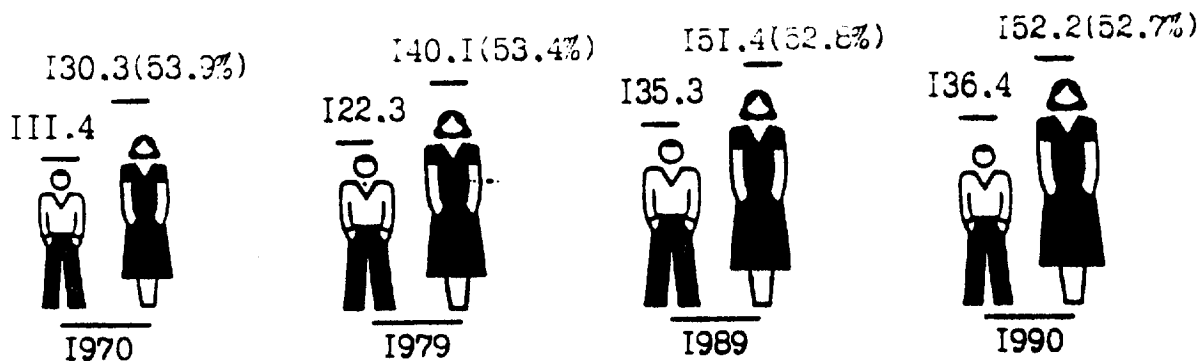
312. Entry into marriage does not limit the spouses, including the wife, in the free choice of profession, occupation and place of residence. A change of residence by one of the spouses does not constitute for the other the obligation to follow suit.

313. In case of dissolution of marriage, a wife who has taken the family name of the husband is entitled, at will, either to retain it or to revert to her family name before marriage. The husband is not entitled to object to the retention by the wife of the name she acquired upon entry into marriage.

STATISTICAL SURVEY

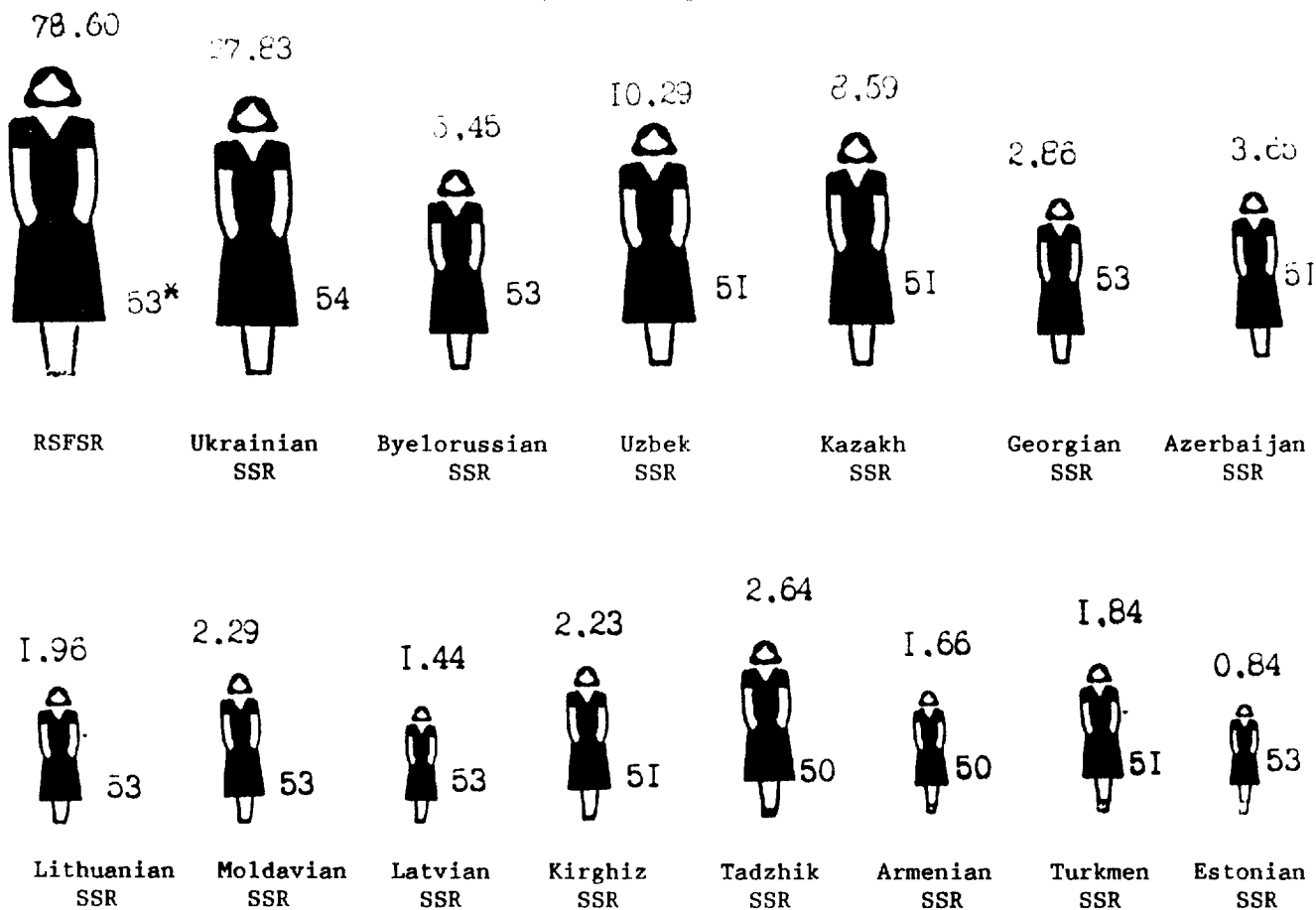
Women in the USSR

Numbers of men and of women (millions)



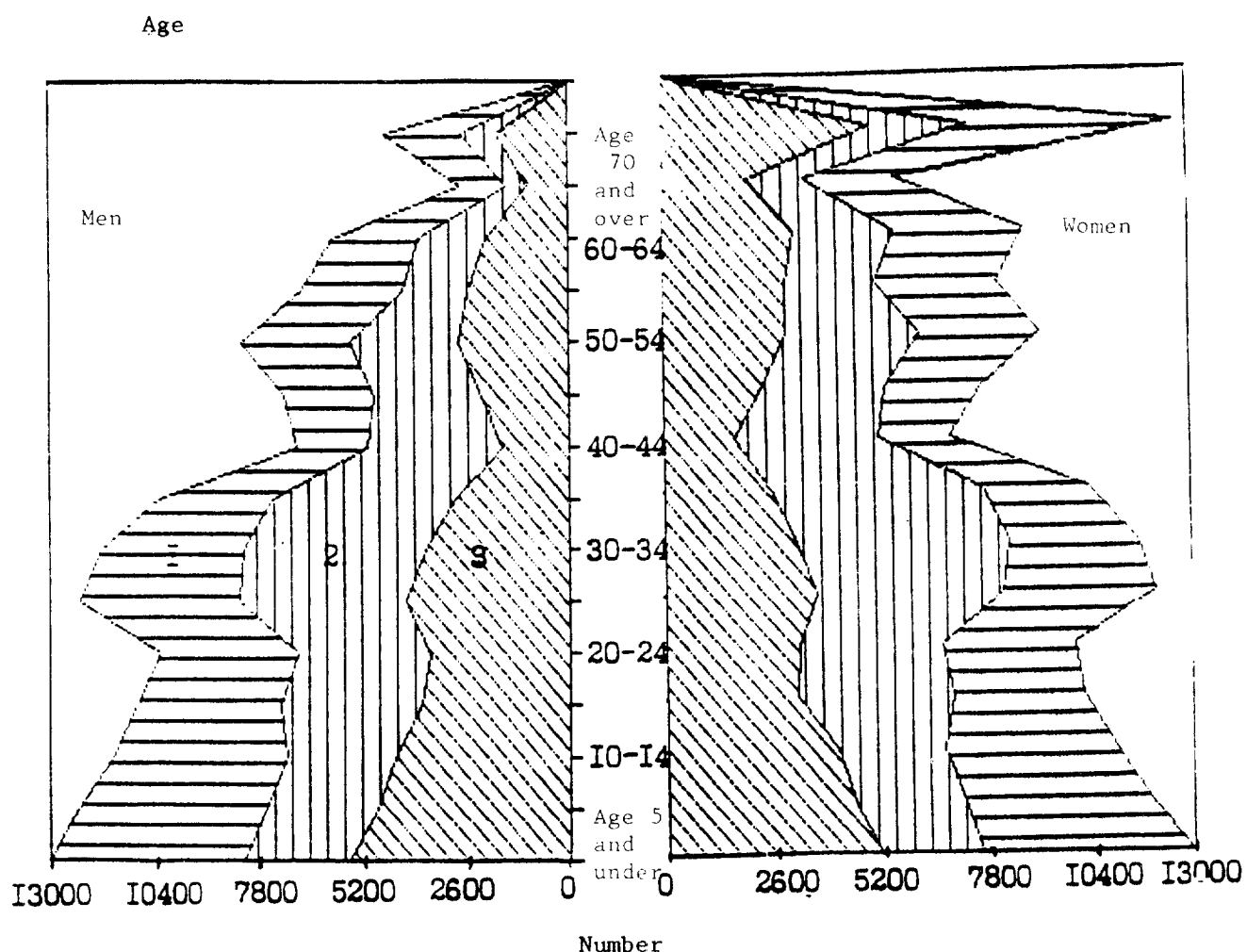
The data for 1970 is taken from the census on 15 January; for 1979, from the census on 10 January; for 1989, from the census on 12 January; for 1990, as at the beginning of the year.

Numbers of women by union republic in 1990 (millions)



\* Proportion of women (in per cent) in the total population of the republic.

Numbers of men and women by age groups  
(data from 1989 population census, thousands of persons)\*

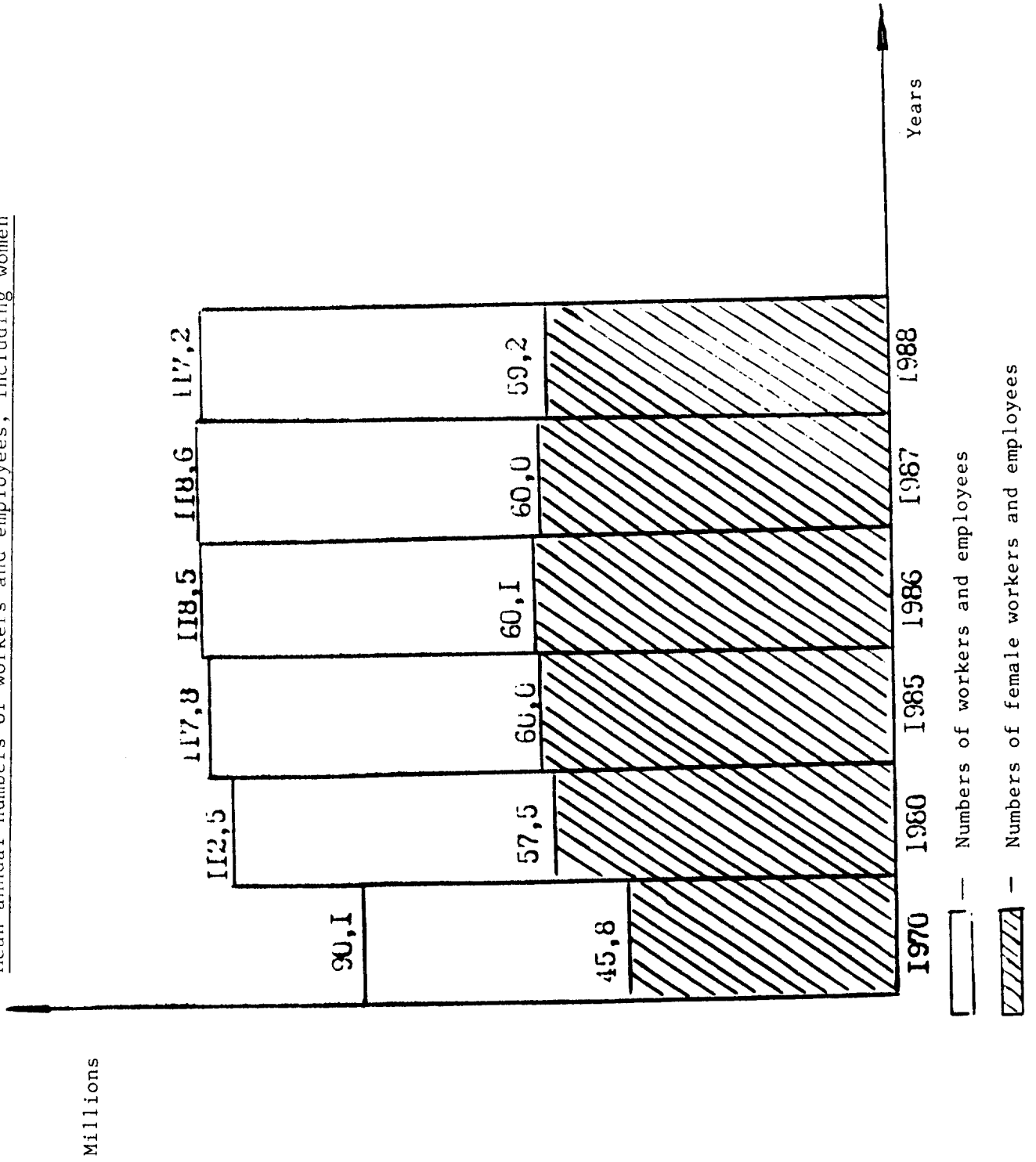


1. Urban and rural population
2. Urban population
3. Rural population

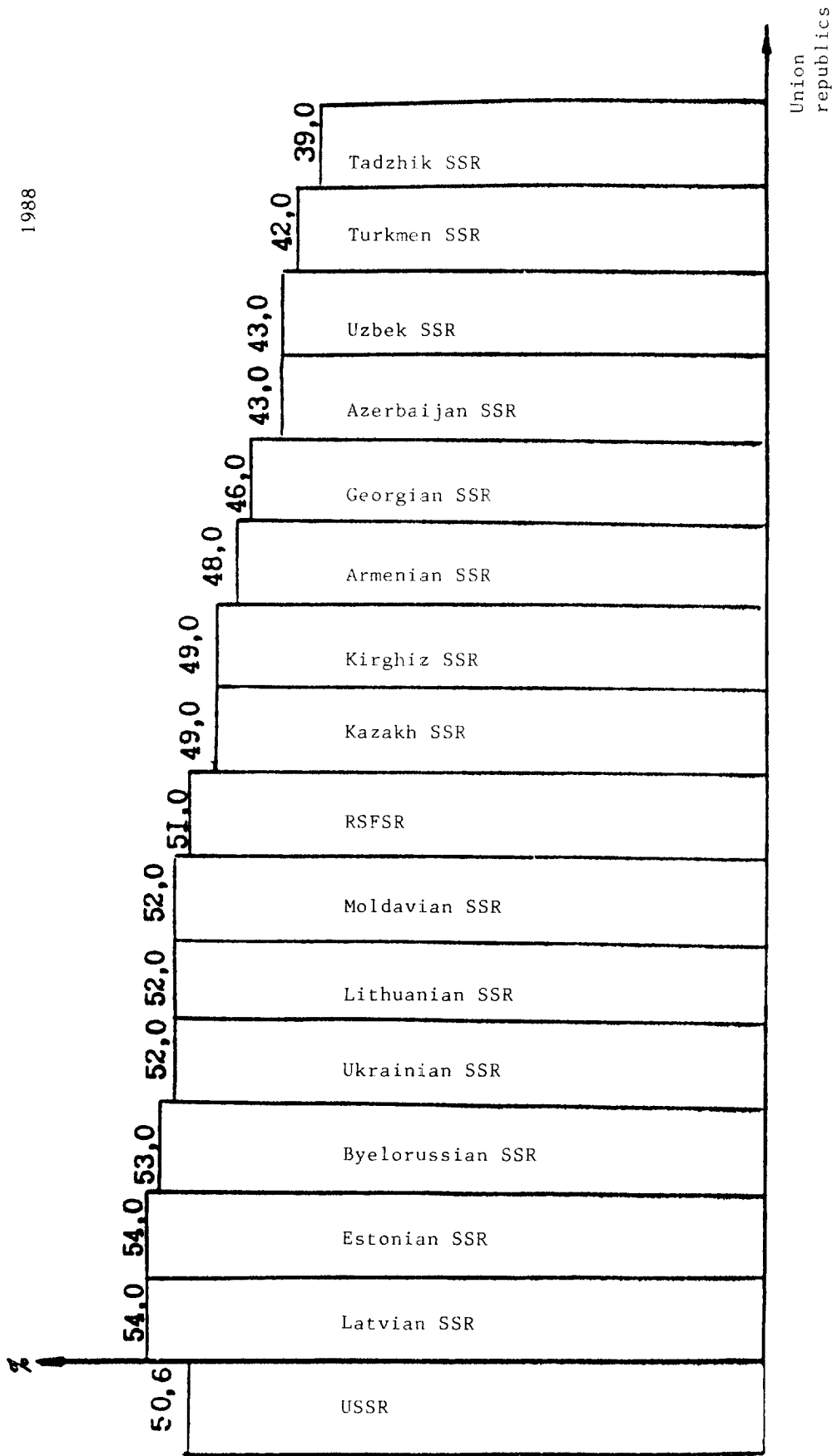
\* Permanent population; numbers present: men - 135,361 thousand, women - 151,370 thousand.

An improvement in the sex ratio of the population can be seen. Whereas in 1979 there were 869 men to every thousand women, in 1989 the figure was 892. The excess of women begins on average with the 30-34 age group and is caused by the higher mortality of men. The change in the sex ratio is also caused by migratory processes, as a result of which there is an excess of males in rural areas in the age groups up to 45.

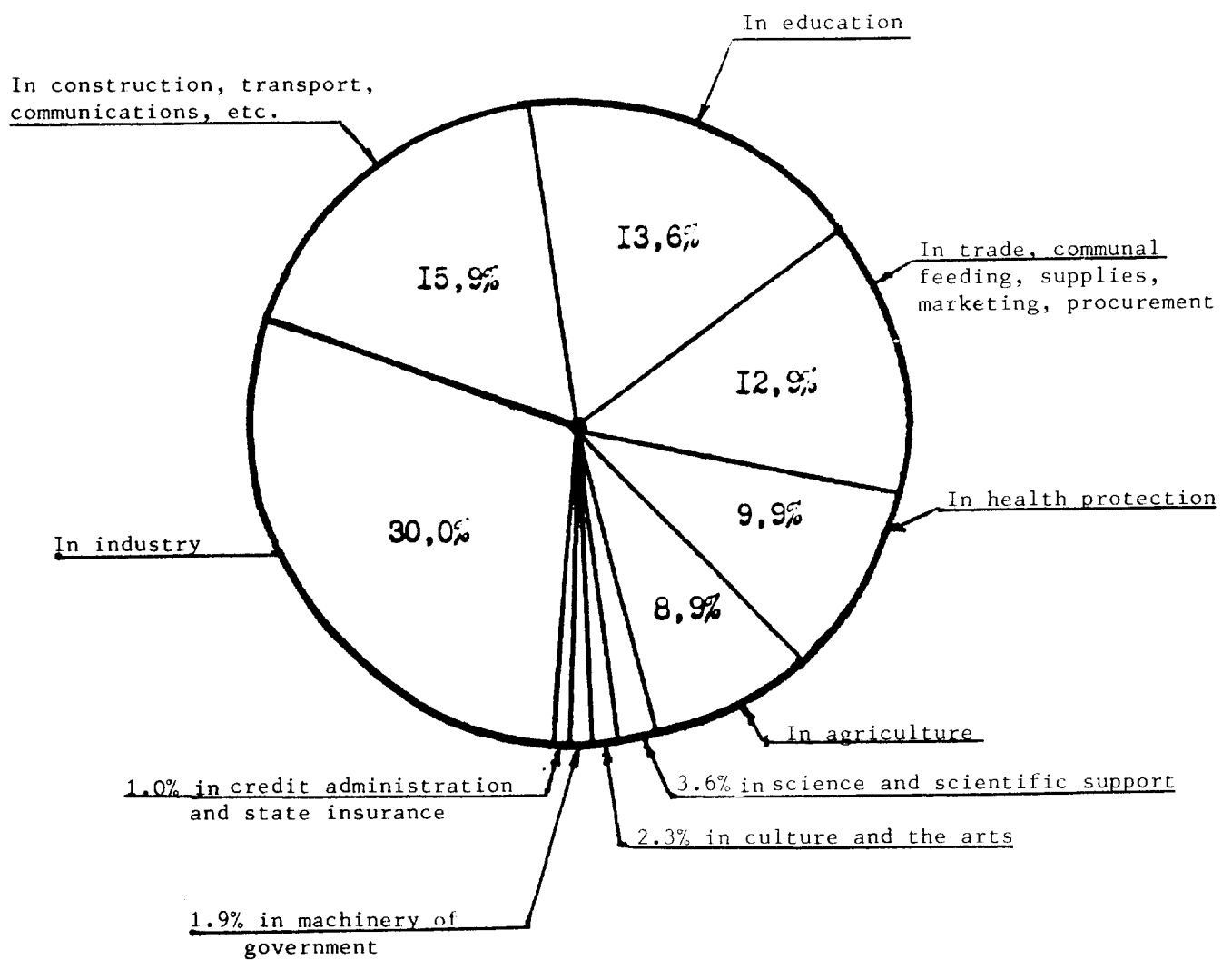
Mean annual numbers of workers and employees, including women



Percentage of women in the mean annual numbers of workers and employees, by union republics



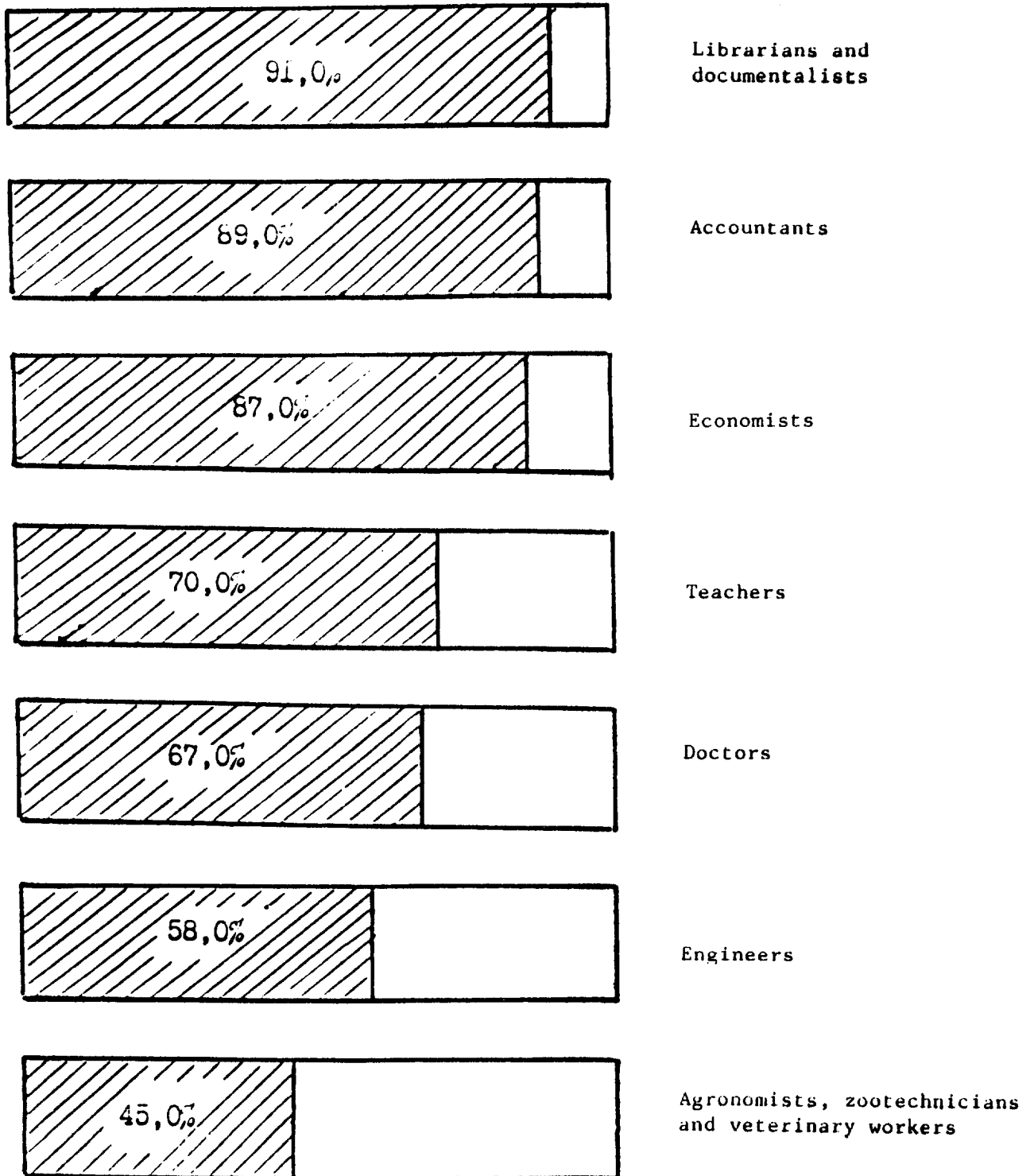
Ratio of women workers and employees, by branch of the economy,  
to the total number of active women in 1988





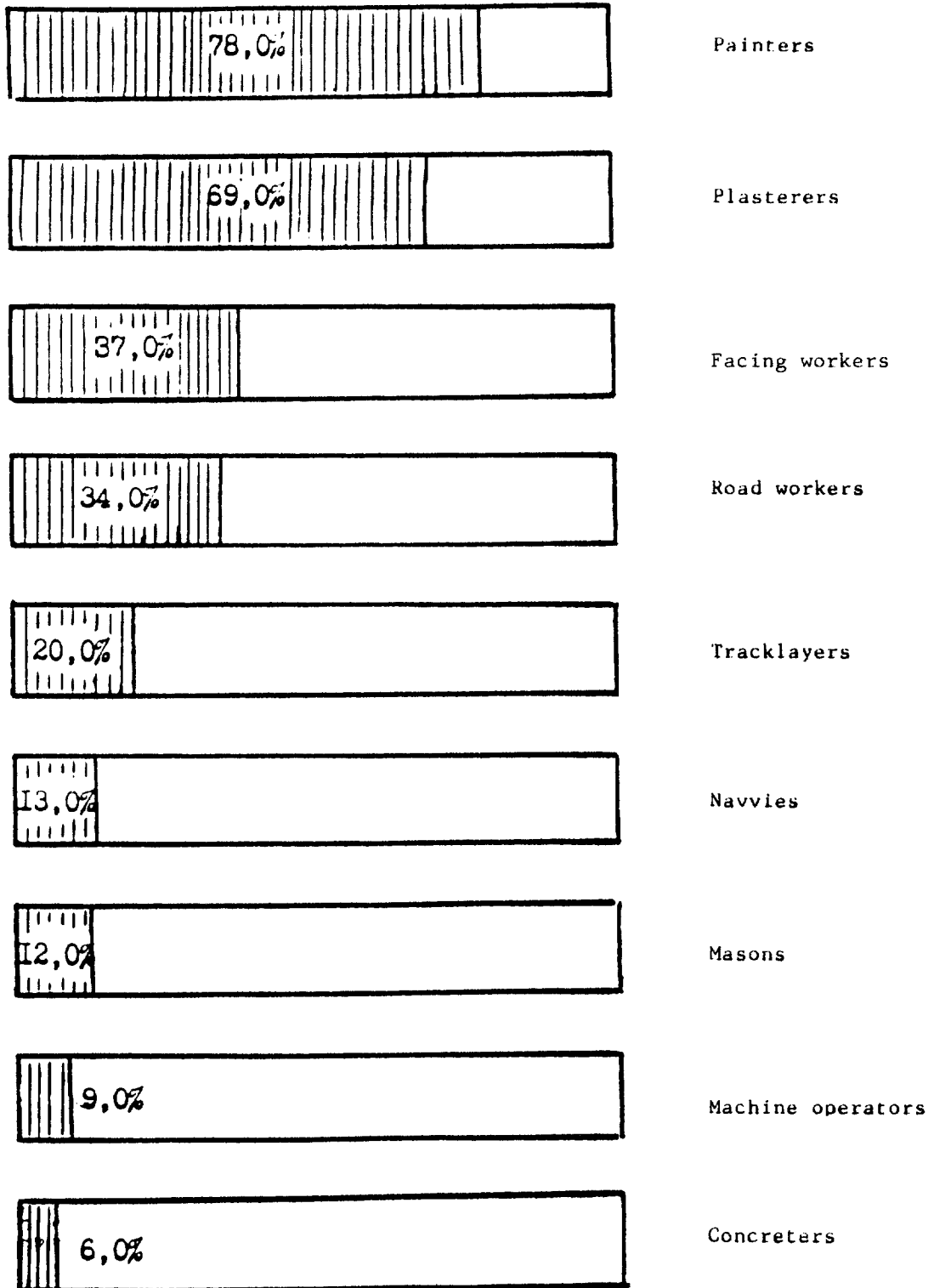
Proportion of women in various occupations

1988

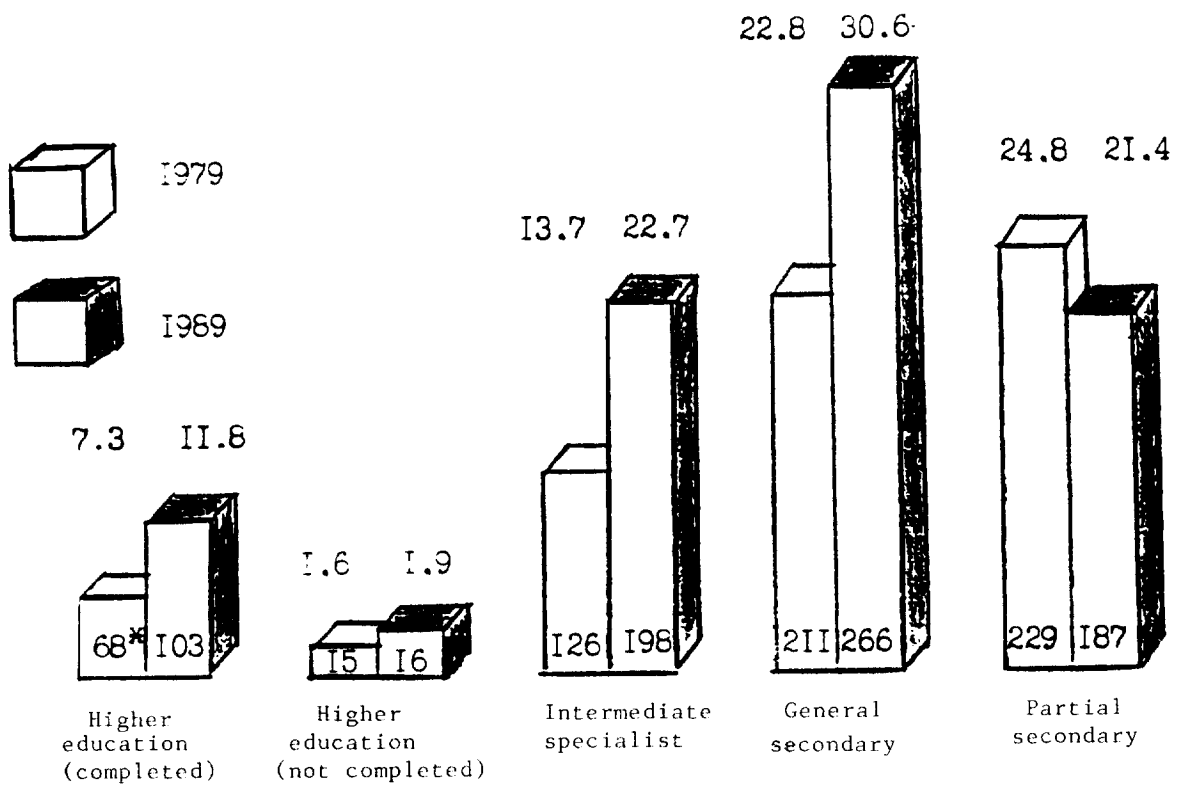


Proportion of women among workers  
in various occupations

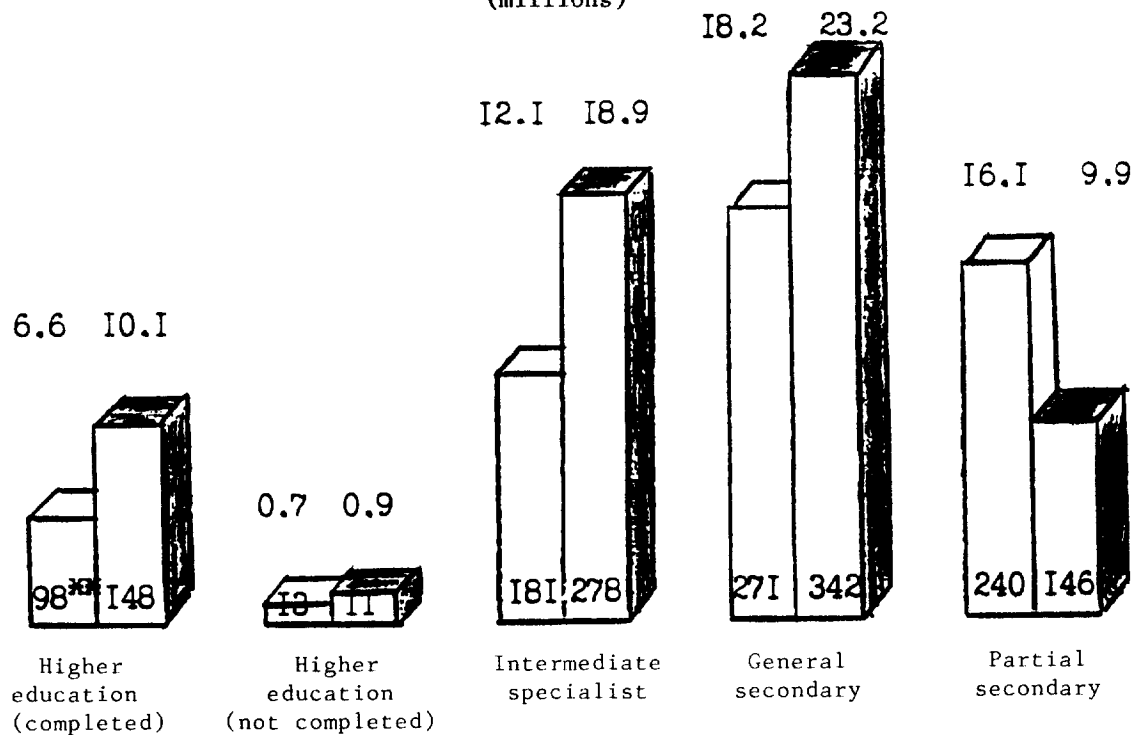
1988



Level of education of women  
(millions)



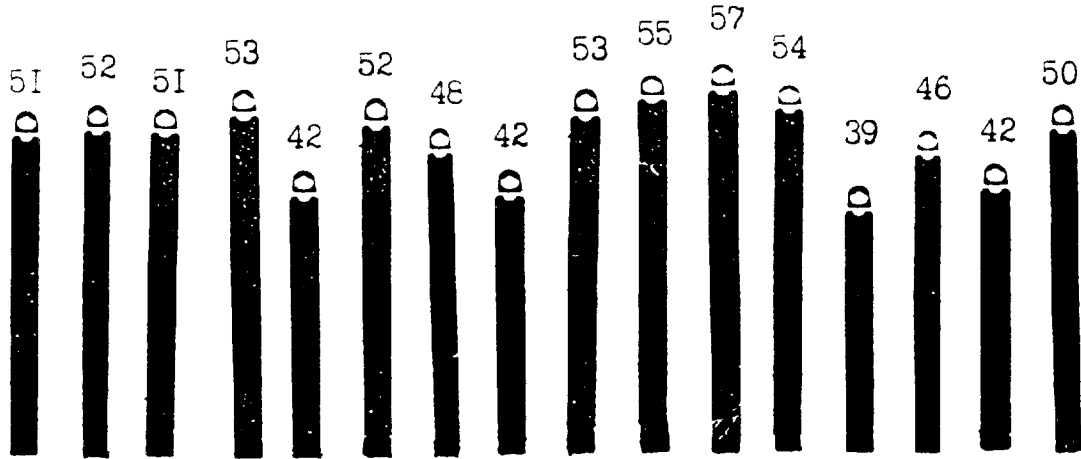
Level of education of women employed in the national economy  
(millions)



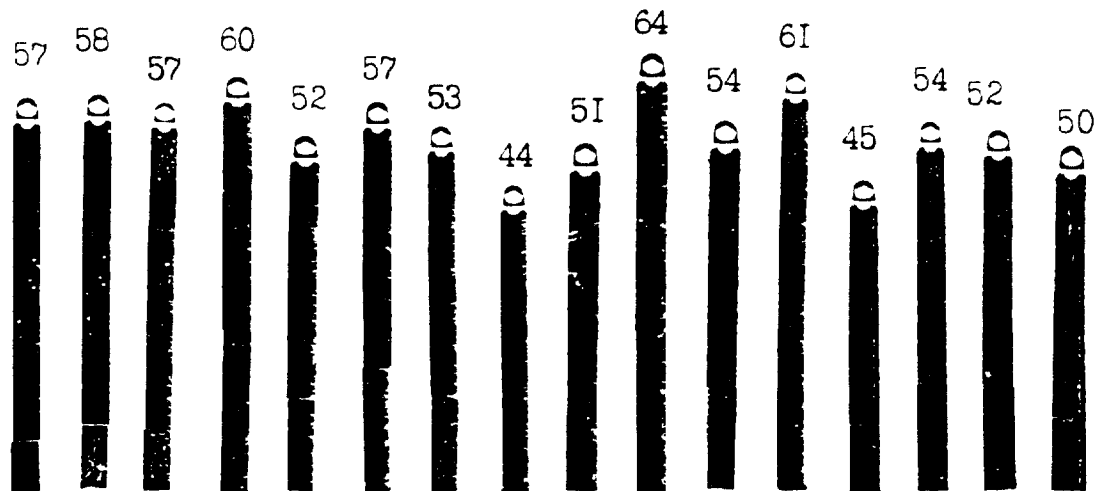
\* Per 1,000 women aged 15 and over  
 \*\* Per 1,000 women in employment

Number of women studying at higher and intermediate specialist  
educational institutions as a percentage of total students  
(1989-1990 academic year)

At higher educational institutions (universities)



At intermediate specialist educational institutions

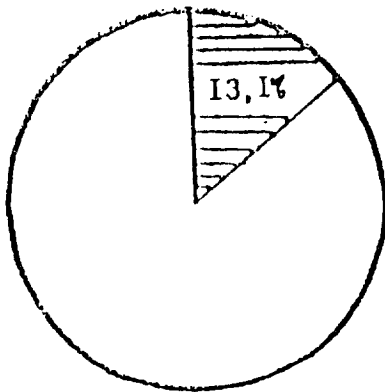


USSR  
RSFSR  
Ukrainian SSR  
Byelorussian SSR  
Uzbek SSR  
Kazakh SSR  
Georgian SSR  
Azerbaijan SSR  
Lithuanian SSR  
Moldavian SSR  
Latvian SSR  
Kirghiz SSR  
Tadzhik SSR  
Armenian SSR  
Turkmen SSR  
Estonian SSR

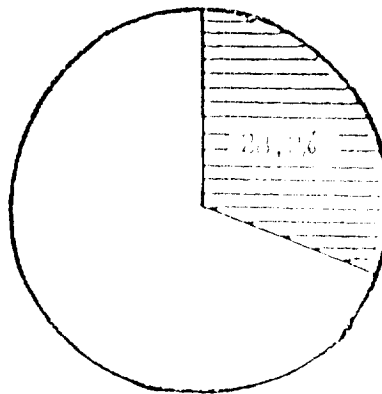
Proportion of women among scientific workers

1988

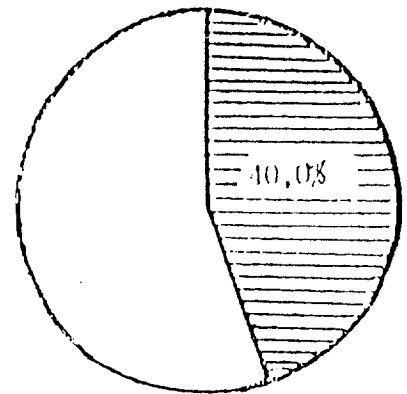
Doctors of science



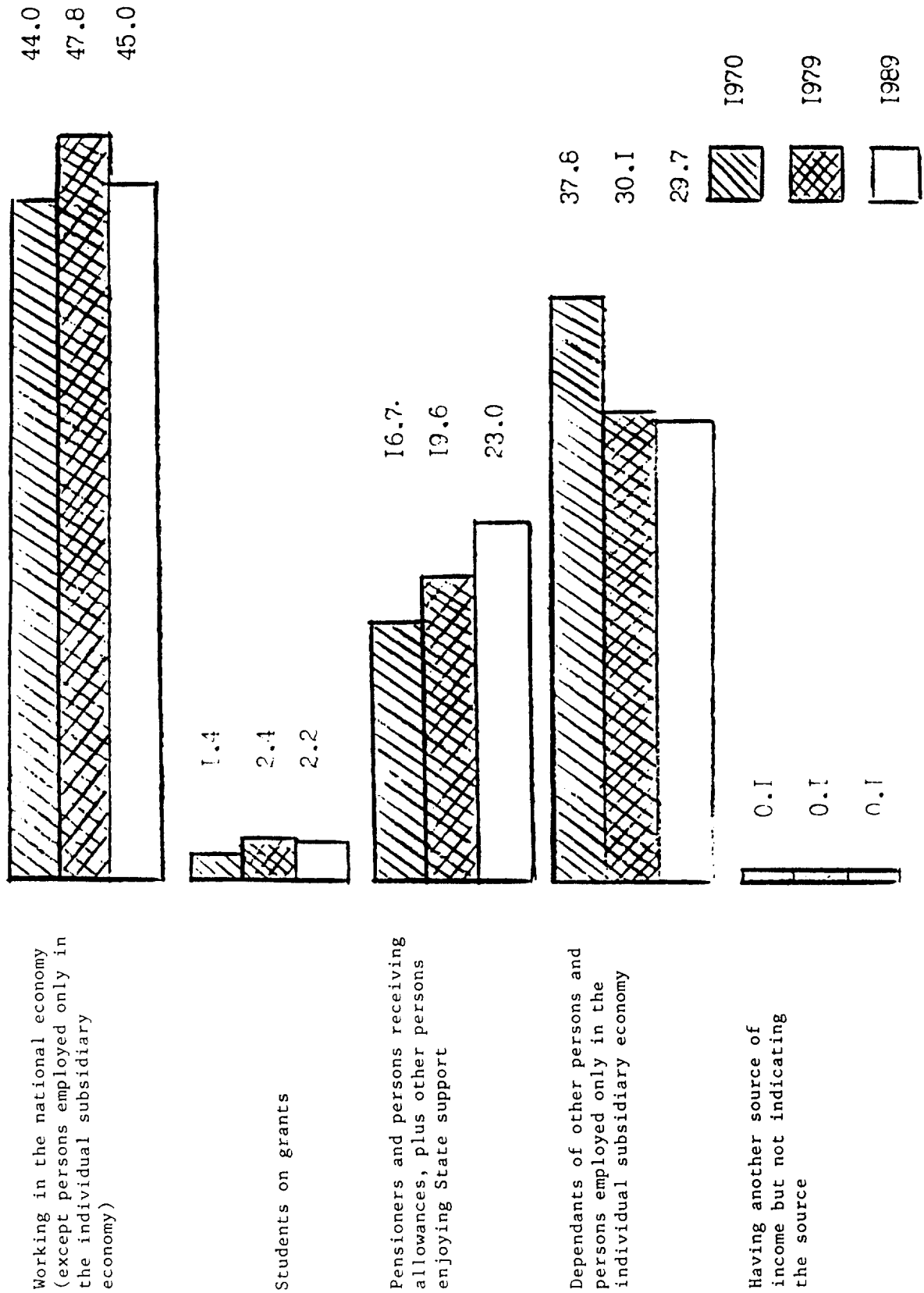
"Candidates" (= masters) of science



Scientific workers

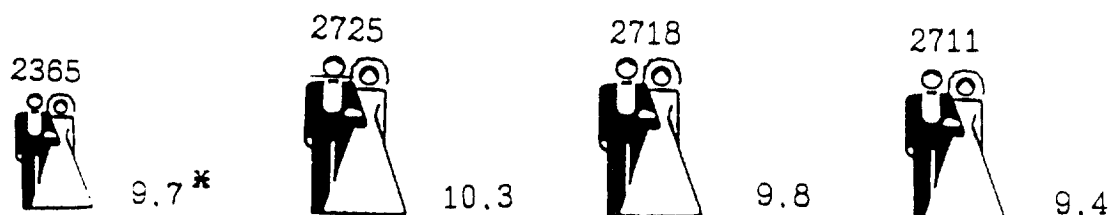


Distribution of women by source of income

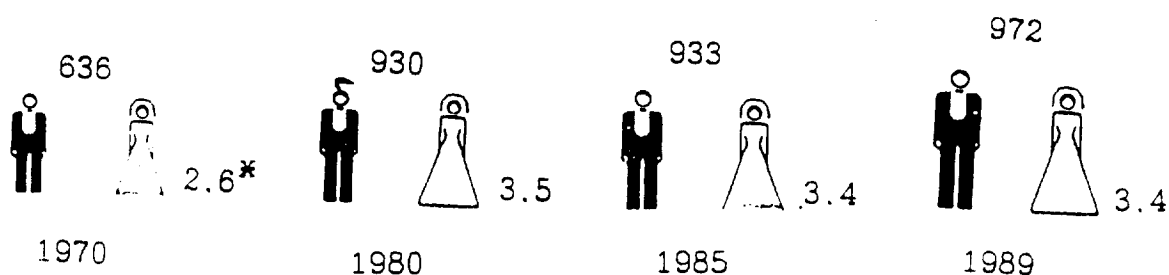


Marriages, divorces and overall marriage and divorce rates

Number of registered marriages (thousands)



Number of registered divorces (thousands)

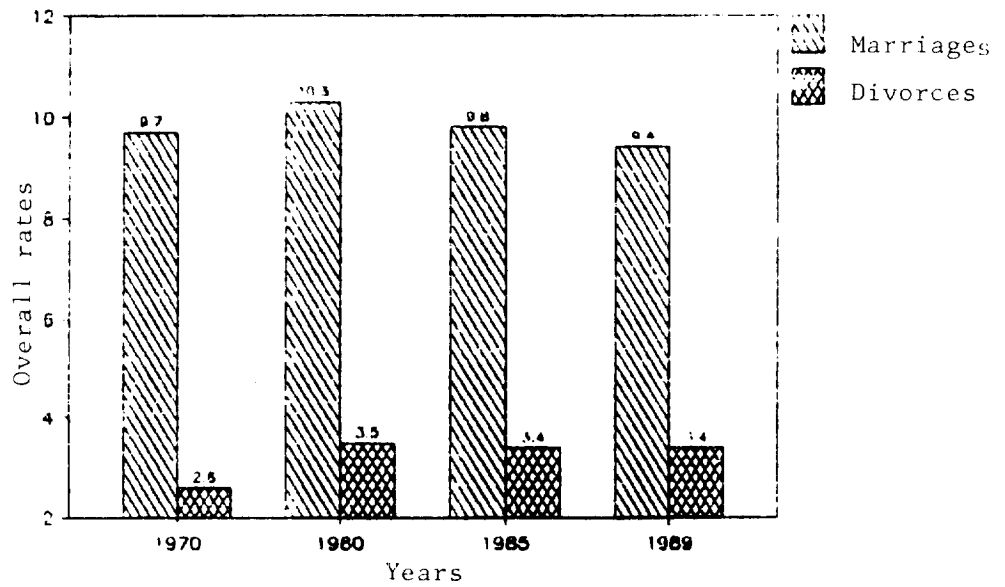


\* Per 1,000 of the population

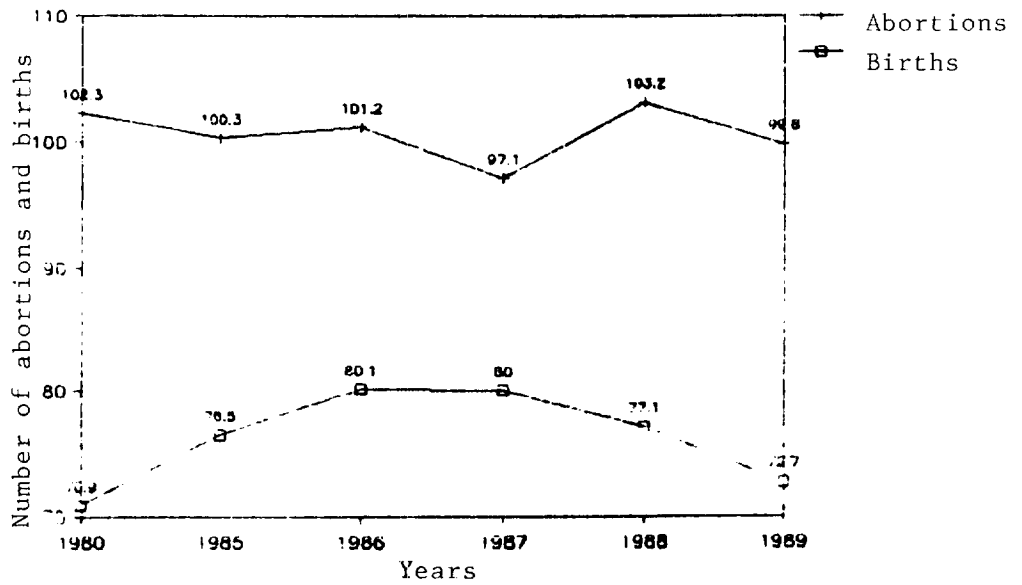
Divorces of women, broken down by education and age, 1989

|                                     | Total registered divorces | Including women with education     |                          |                   |                             | No indication of level of education |         |
|-------------------------------------|---------------------------|------------------------------------|--------------------------|-------------------|-----------------------------|-------------------------------------|---------|
|                                     |                           | Higher completed and not completed | Inter-mediate specialist | General secondary | Partial secondary and lower |                                     |         |
| <b>Total divorced women:</b>        | 972 010                   | 1 402 696                          | 249 512                  | 364 087           | 74 517                      | 19 528                              | 120 497 |
| <b>Including in the age groups:</b> |                           |                                    |                          |                   |                             |                                     |         |
| Up to 20                            | 17 441                    | 174                                | 3 659                    | 9 760             | 2 327                       | 34                                  | 1 487   |
| 20-24                               | 177 028                   | 18 136                             | 53 222                   | 79 603            | 6 501                       | 246                                 | 19 320  |
| 25-29                               | 230 531                   | 36 888                             | 63 952                   | 94 684            | 6 441                       | 429                                 | 28 137  |
| 30-34                               | 183 468                   | 30 752                             | 48 890                   | 72 170            | 8 339                       | 445                                 | 22 872  |
| 35-39                               | 132 096                   | 21 342                             | 34 738                   | 47 270            | 10 253                      | 520                                 | 17 973  |
| 40-44                               | 78 840                    | 14 524                             | 19 983                   | 24 957            | 7 612                       | 629                                 | 11 135  |
| 45-49                               | 49 539                    | 7 505                              | 10 243                   | 14 333            | 9 029                       | 1 743                               | 6 686   |
| Over 50                             | 95 757                    | 10 299                             | 14 261                   | 20 134            | 23 802                      | 15 417                              | 11 844  |
| <b>Age not given</b>                | 7 310                     | 649                                | 564                      | 1 176             | 213                         | 65                                  | 4 643   |

Overall rates of marriage and divorce  
 (per 1,000 of the population)



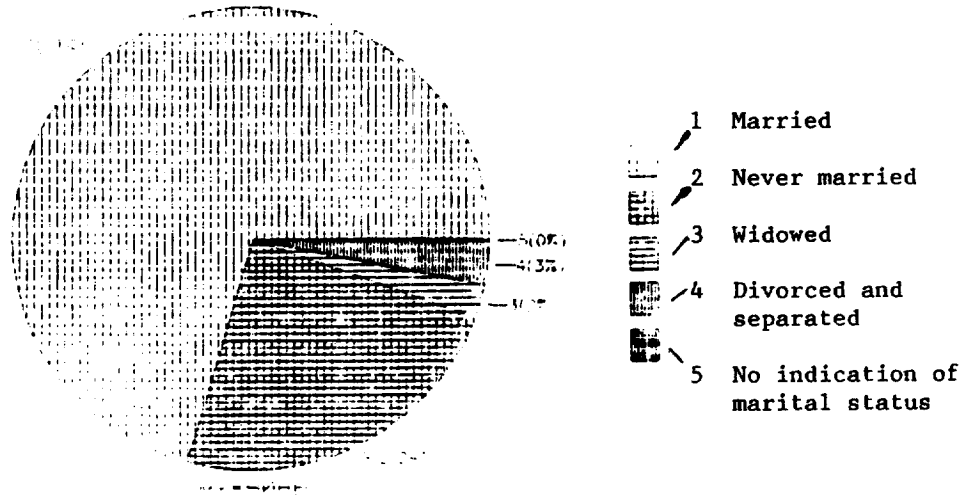
Number of abortions and births  
 (per 1,000 women aged 15-49)



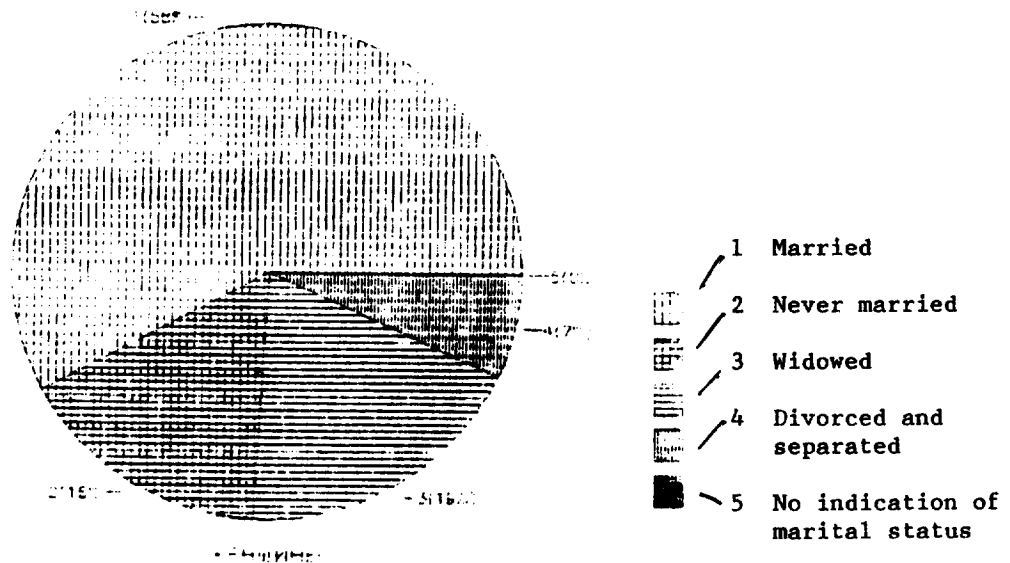


Distribution of the population aged 16  
and over by [rest illegible]

1979

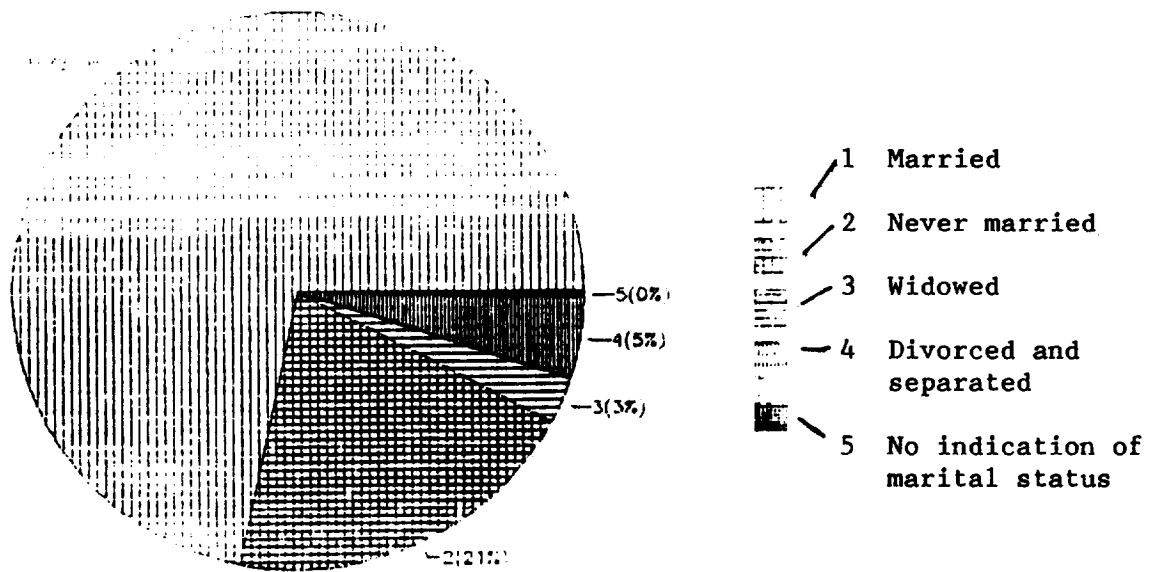


[illegible]

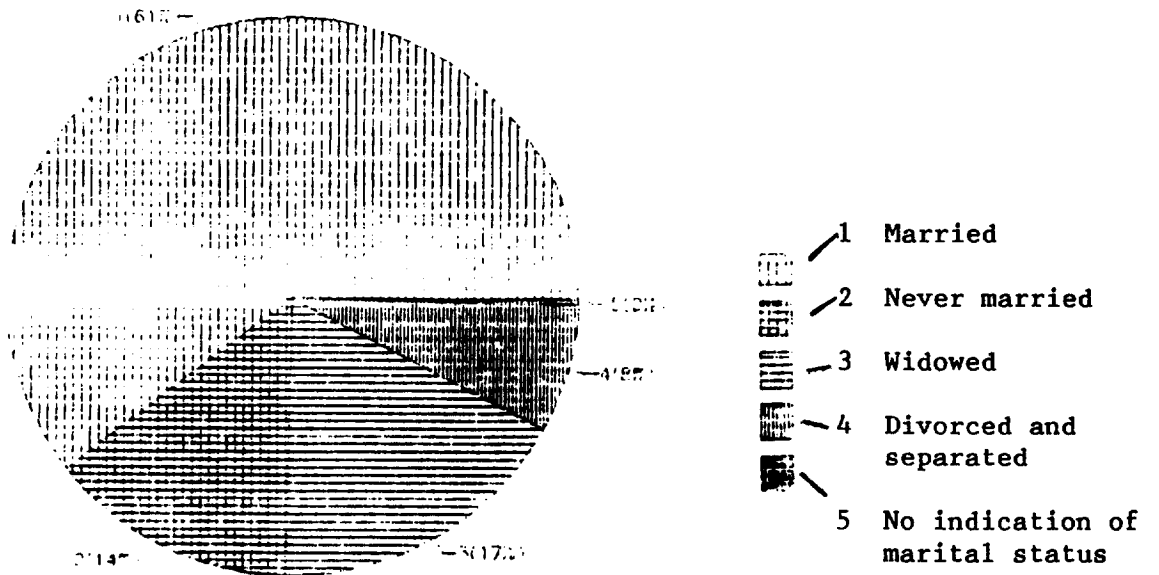


[illegible]

1989



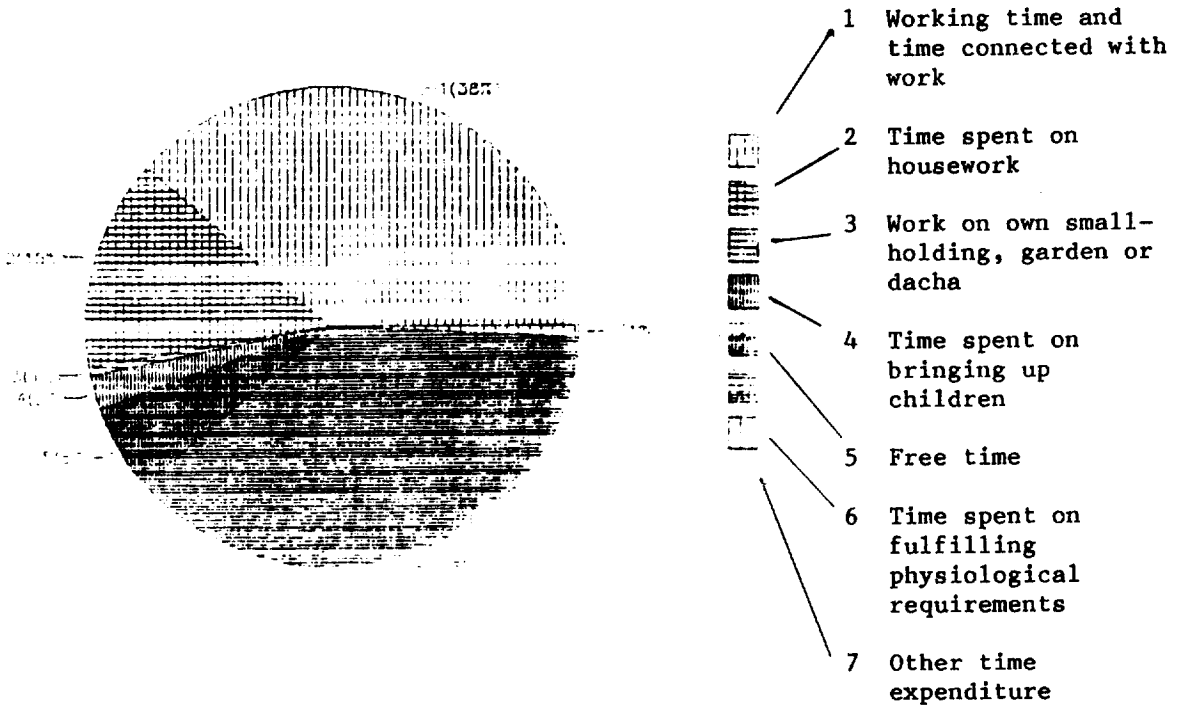
[illegible]



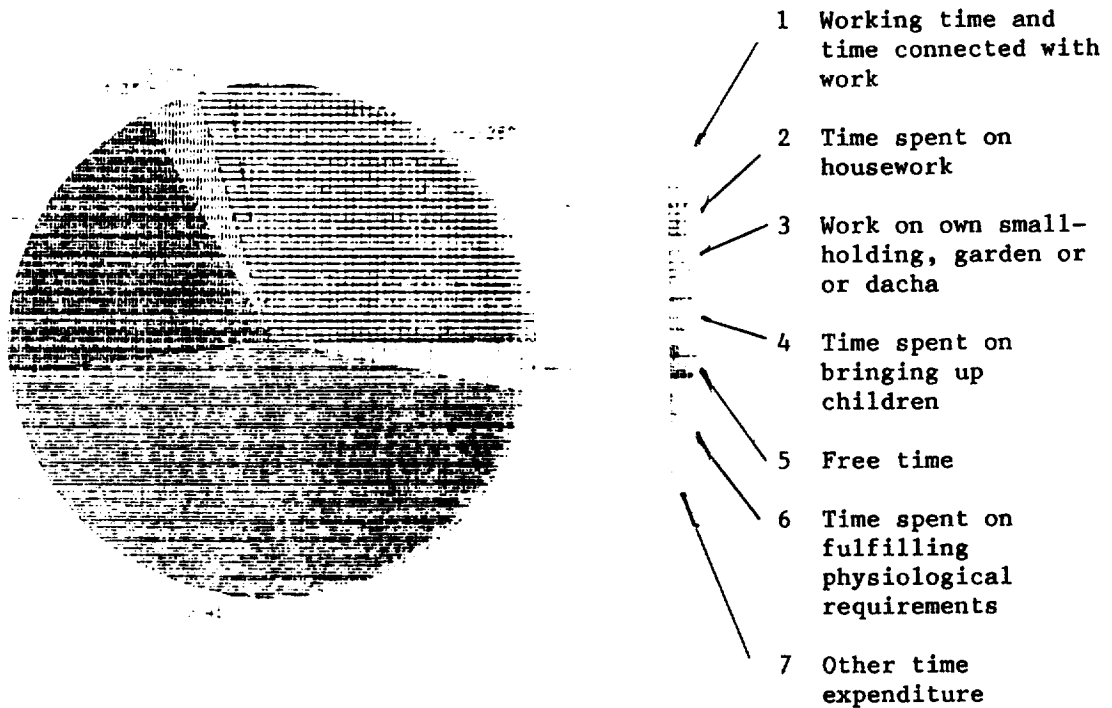
[illegible]

Breakdown of time per day,  
working women

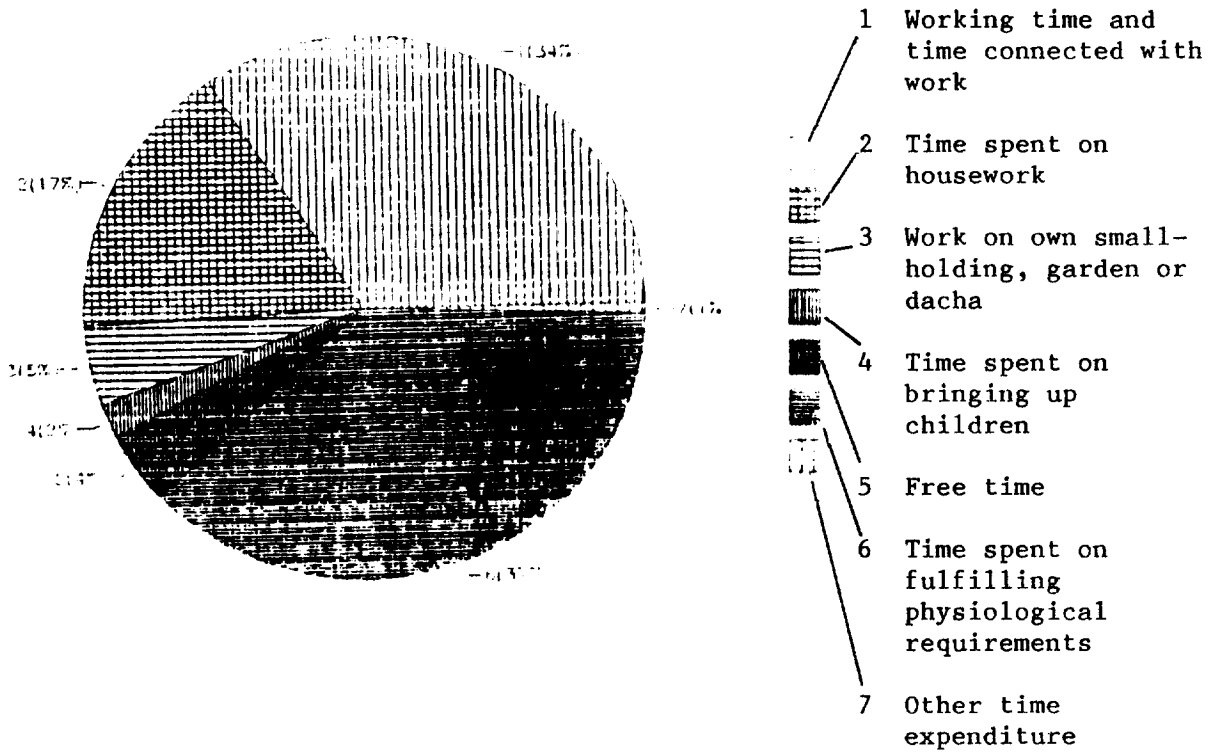
1990



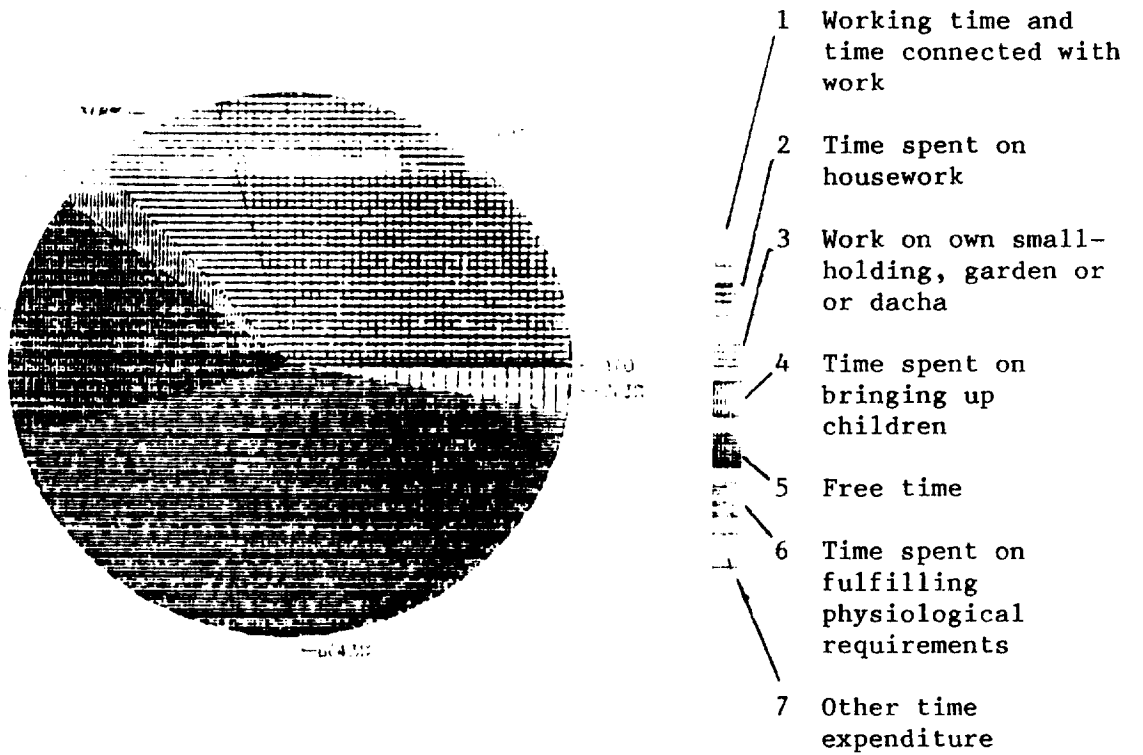
Working day of workers and employees



Free day of workers and employees



Working day of female collective farm workers



Free day of female collective farm workers

ANNEX 1

Principal items of legislation adopted in connection  
with problems of women and State family policy  
from 1987 to date

1987

1. Decree No. 6357-X1 by the Presidium of the USSR Supreme Soviet on "Relief in favour of persons contracting marriage from the tax on bachelors and persons living alone or with small families in the USSR" (Gazette of the SS USSR, 1987, No. 2, art. 34).
2. Resolution No. 905 of 6 August 1987 by the USSR Council of Ministers on "Priority measures to improve health protection in the country during the period 1988-1990" (newspapers "Pravda" and "Izvestiya" of 23 August 1987, summaries).
3. Resolution No. 1177 of 20 October 1987 by the USSR Council of Ministers on "Extension of the period of payment of allowances for care of children" (SP USSR, 1987, No. 49, art. 161).
4. Resolution No. 1200 of 26 October 1987 by the USSR Council of Ministers on "Matters concerning the V.I. Lenin Soviet Children's Fund".

1988

5. Resolution No. 1022 of 17 August 1988 by the USSR Council of Ministers on "Establishing family-type children's homes" (SP USSR, 1988, No. 30, art. 85).
6. USSR Law No. 8998-X1 of 26 May 1988 on "Cooperation in the USSR" (Gazette of the SS USSR, 1988, No. 22, art. 355).

1989

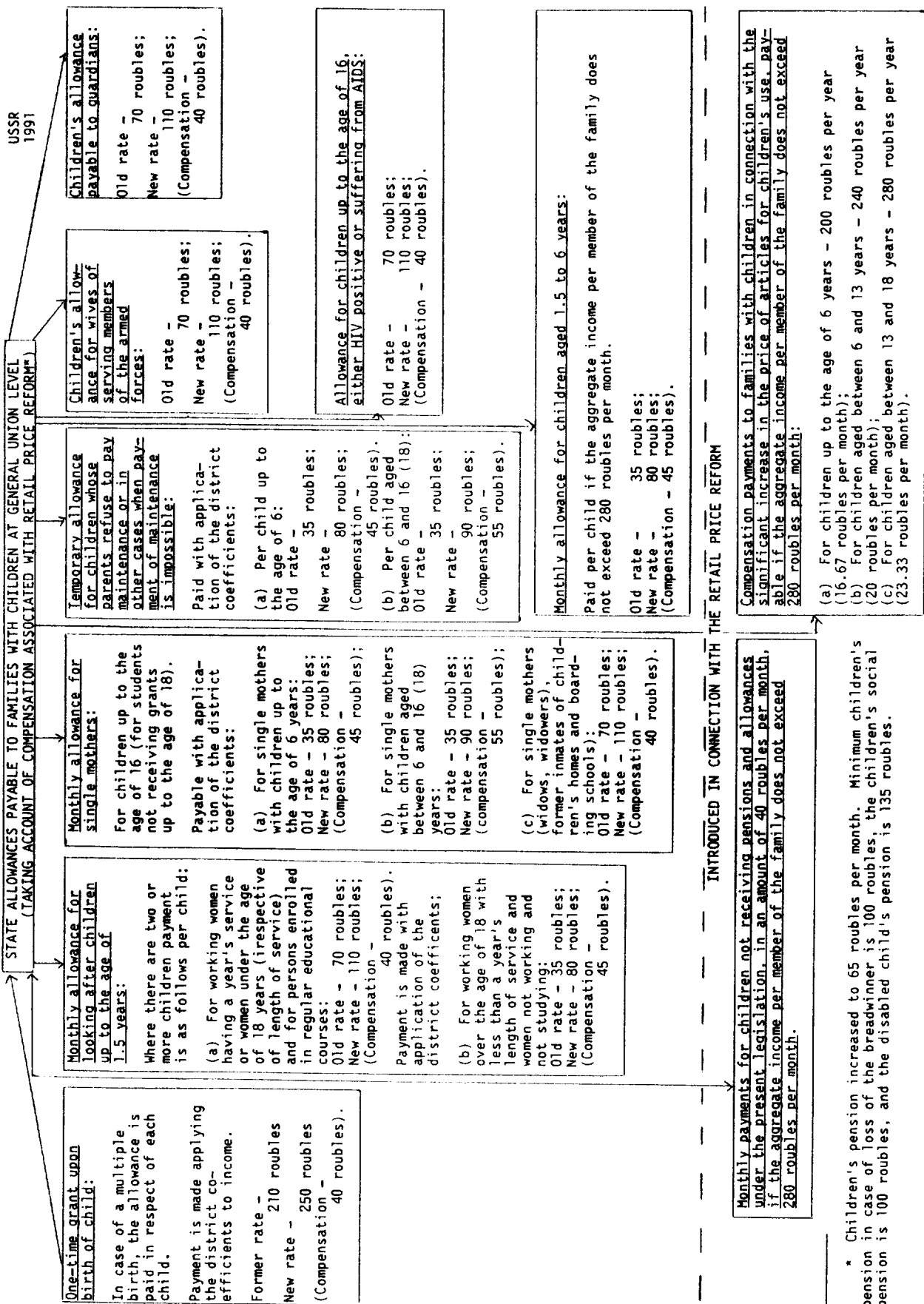
7. Resolution No. 67 of 25 January 1989 by the USSR Council of Ministers on "Measures to improve the material status of minors, whose parents refuse to pay maintenance" (SP USSR, 1989, No. 12, art. 36).
8. Resolution No. 677 of 22 August 1989 by the USSR Council of Ministers and the All-Union Central Council of Trade Unions on "Extending the leave entitlement of women with young children" (SP USSR, 1989, No. 29, art. 122).
9. Bases of USSR and Union Republic legislation on leasing (No. 810-1 of 23 November 1989) (Gazette of the USSR, 1989, No. 25, art. 481).
10. Resolution No. 1032 of 23 November 1989 by the USSR Council of Ministers on "Extending the period of payment of children's allowances to economically weak families" (SP USSR, 1990, No. 1, art. 7).

1990

11. Resolution No. 47 of 13 January 1990 by the USSR Council of Ministers on "The level of allowances payable to parents for keeping children in pre-school institutions" (SP USSR, 1990, No. 3, art. 25).
12. Bases of legislation of the USSR and the union republics on land (No. 1251-1 of 28 February 1990) (Gazette of the USSR, 1990, No. 10, art. 129).
13. USSR Law No. 1305-1 of 6 March 1990 on "Ownership in the USSR" (Gazette of the USSR, 1990, No. 11, art. 164).
14. Resolution No. 330 of 7 April 1990 by the USSR Council of Ministers, the All-Union Central Council of Trade Unions and the Central Committee of the Komsomol on "Supplementary measures to improve the material and dwelling conditions of students at higher and intermediate specialist educational institutions" (SP USSR, 1990, No. 11, art. 58).
15. Resolution No. 1420-1 of 10 April 1990 by the USSR Supreme Soviet on "Urgent measures to improve the status of women, the protection of the mother and child and the strengthening of the family" (Gazette of the USSR, 1990, No. 16, art. 269).
16. USSR Law No. 1443-1 of 23 April 1990 on "Income tax payable by citizens of the USSR, citizens of foreign countries and stateless persons" (Gazette of the USSR, 1990, No. 19, art. 320).
17. USSR Law No. 1480-1 of 15 May 1990 on "The pension status of citizens in the USSR" (Gazette of the USSR, 1990, No. 23, art. 416).
18. USSR Law No. 1529-1 of 4 June 1990 on "Enterprises in the USSR" (Gazette of the USSR, 1990, No. 25, art. 460).
19. USSR Law No. 1540-1 of 6 June 1990 on "The introduction of amendments and additions to the USSR Law on 'Cooperation in the USSR'" (Gazette of the USSR, 1990, No. 26, art. 489).
20. USSR Law No. 1560-1 of 14 June 1990 on "Taxation of enterprises, corporations and organizations" (Gazette of the USSR, 1990, No. 27, art. 522).
21. Resolution No. 759 of 2 August 1990 by the USSR Council of Ministers on "Supplementary measures for the social protection of families with children in connection with the transition to a regulated market economy" (SP USSR, 1990, No. 18, art. 96).
22. Resolution No. 1177 of 24 November 1990 by the USSR Council of Ministers on "Assignment and payment of certain allowances and amendments and additions to USSR government decisions on State assistance to families with children" (SP USSR, 1990, No. 31, art. 150).
23. USSR Law No. 1818-1 of 10 December 1990 on "Trade unions - rights and safeguards for their operation" (Gazette of the USSR, 1990, No. 51, art. 1107).

1991

24. Bases of legislation of the USSR and union republics on employment (No. 1905-1 of 15 January 1991) (Gazette of the USSR, 1991, No. 5, art. 111).
25. Resolution No. 105 of 19 March 1991 by the USSR Cabinet on "Reform of retail prices and social protection of the population" (newspaper "Pravda" of 21 March 1991).
26. USSR Law No. 2079-1 of 2 April 1991 on "General principles governing entrepreneurial activities by citizens of the USSR" (Gazette of the USSR, 1991, No. 16, art. 442).
27. Resolution No. 158 of 9 April 1991 by the USSR Cabinet on "Procedure for establishing a system of professional training, further training and retraining of redundant workers and unemployed persons".



\* Children's pension increased to 65 roubles per month. Minimum children's pension in case of loss of the breadwinner is 100 roubles, the children's social pension is 100 roubles, and the disabled child's pension is 135 roubles.