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COMMISSION ON THE STATUS OF WOMEN  
SUMMARY RECORD OF THE HUNDRED AND FORTY-SECOND MEETING

Held at Headquarters, New York  
on Monday, 30 March 1953 at 10.30 a.m.

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PRESENT:

<u>Chairman:</u>	Miss BERNARDINO	Dominican Republic
<u>Rapporteur:</u>	Begum ANWAR AHMED	Pakistan
<u>Members:</u>	Daw OHN	Burma
	Mrs. NOVIKOVA	Byelorussian Soviet Socialist Republic
	Mrs. GALLO-MULLER	Chile
	Miss TSENG	China

PRESENT: (continued)

<u>Members:</u>	Miss MANAS	Cuba
	Mrs. LEFAUCHEUX	France
	Mrs. QUERY	Haiti
	Mrs. TABET	Lebanon
	Miss PELETIER	Netherlands
	Miss YOUNG	New Zealand
	Mrs. WASILKOWSKA	Poland
	Mrs. POPOVA	Union of Soviet Socialist Republics
	Mrs. WARDE	United Kingdom of Great Britain and Northern Ireland
	Mrs. HAHN	United States of America
	Mrs. SANCHEZ de URDANETA	Venezuela
<u>Also present:</u>	Mrs. de CASTILLO	El Salvador
	Mrs. KIEP	Germany
	Mrs. de CALVO	Inter-American Commission of Women

Representatives of Specialized Agencies:

Mrs. FAIRCHILD	International Labour Organisation (ILO)
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Representatives of Non-Governmental Organizations:

<u>Category A:</u>	Miss SENDER	International Confederation of Free Trade Unions (ICFTU)
	Miss KAHAN	World Federation of Trade Unions (WFTU)
	Mrs. BERESFORD FOX	World Federation of United Nations Associations (WFUNA)

Category B and Register:

Mrs. VERGARA	Catholic International Union for Social Service
Mrs. CARTER ) Mrs. FREEMAN )	International Council of Women
Mrs. HYMER	International Federation of Business and Professional Women
Mrs. LAGEMAAN	International Federation of Friends of Young Women

RESENT: (continued)

Miss ROBB	International Federation of University Women
Miss SMITH ) Miss LALONDE)	International Federation of Women Lawyers
Mrs. WISHNER ) Mrs. WOLLE-EGENOF)	International League for Rights of Man
Mrs. McGIVERN ) Mrs. EVANS )	Liaison Committee for Women's International Organizations
Mrs. WALSER	Women's International League for Peace and Freedom
Miss FORSYTH ) Mrs. ANDERSON)	World's Young Women's Christian Association
<u>Secretariat:</u>	
Mrs. TENISON WOODS	Chief, Status of Women Section
Mrs. GRINBERG-VINAVER	Secretary of the Commission

EQUAL PAY FOR EQUAL WORK FOR MEN AND WOMEN WORKERS: PROGRESS REPORT ON THE IMPLEMENTATION OF THE PRINCIPLE OF EQUAL PAY FOR EQUAL WORK FOR MEN AND WOMEN WORKERS, INCLUDING INFORMATION ON TRUST AND NON-SELF-GOVERNING TERRITORIES (E/CN.6/220; E/CN.6/L.112/Rev.1;)

The CHAIRMAN drew the Commission's attention to a new draft resolution before the Commission (E/CN.6/L.112/Rev.1), produced as a result of agreement between the groups of delegations which had sponsored two previous draft resolutions (E/CN.6/L.110 and E/CN.6/L.112).

Mrs. GALLO-MULLER (Chile) said that progress had been made since the days when women, owing to their lack of training, had been obliged to accept less pay than men. Modern legislation was showing a trend towards embodying the principle of equal pay for equal work without discrimination on grounds of sex, and women's work in most countries was being valued at the same level as men's work. The Commission on the Status of Women, which had made a valuable contribution in proclaiming the principle of equal pay for equal work, was dealing with progress reports on the subject, with particular reference to the progress made since the signing of the International Convention on Equal Remuneration adopted by the International Labour Organisation in 1951. That Convention had been ratified by three countries, Belgium, Mexico and Yugoslavia, and other countries, of which Chile was one, had reported to the International Labour Office that it was under consideration with a view to ratification.

Ratification of the Convention would raise no problem for Chile, since the principles embodied in it were already incorporated in the Chilean Constitution, the Labour Code, the Social Code and other legislation. Not only did women in Chile receive equal pay for work of equal value, but married women were free to receive their pay without the intervention of their legal representatives and to administer their earnings for themselves. Married women whose husbands were declared of vicious character might obtain payment of 50 per cent of the wages paid to the latter and they had the same right with

respect to the wages earned by their minor children. The Chilean Directorate-General of Labour had a Women's, Children's and Home Workers' Section, which was responsible for ensuring compliance with the principles enshrined in the Labour Code. Its work was carried out chiefly by women social workers, who were authorized to lodge official complaints with the Labour Courts and to ensure implementation of the principle of equal pay for men and women workers.

Her delegation would be in favour of a draft resolution recommending that Governments should ratify the International Convention on Equal Remuneration.

Mrs. WASILKOWSKA (Poland) felt that the discrimination practiced against women in the matter of equal pay for equal work was one of the most flagrant cases which the Commission had been called upon to discuss. Refusal to grant women equal pay for equal work was tantamount to treating them as inferior human beings. It was clear from official documents that economic discrimination against women was increasing rather than decreasing. In 1929, the ratio of women's earnings to those of men had been 59 per cent, as against 45 per cent in 1950. The only visible result of all the efforts made to solve the problem was the International Convention on Equal Remuneration, but that Convention provided no solution to the problem because it treated the principle of equal pay not as a legal obligation binding upon States, but as an aim which might eventually be realized. It furthermore tacitly agreed to the maintenance of discrimination in vast areas of the world by omitting any mention of Trust and Non-Self-Governing Territories.

Despite the long struggle to achieve equal pay for women, the principle still did not prevail in most countries in any of the trades in which women engaged. In many countries where the principle had been formally accepted, women in the civil service, in the teaching profession, in local government and other public services, still earned nearly 40 per cent less than men. In some countries the right to equal pay for equal work had been recognized only for civil service employees, so that private firms, which employed the great majority of women workers, were still entitled to pay them less. The case of

women textile workers was an example: a report of the Textile Committee of the ILO in 1953 had revealed that in 13 out of 16 countries women textile workers were paid from 20 to 40 per cent less than men workers. In some countries double discrimination occurred because women were discriminated against not only on account of sex, but also on account of race or colour. A coloured woman might earn one-fifth of a white man's pay for the same work.

In the colonial territories, where the lot of indigenous men was extremely hard, that of the women was even harder. They were generally deprived of social security and maternity benefits and their children were obliged to support themselves by hard labour. Since the women in those countries were unable to speak for themselves before the Commission on the Status of Women, it was the duty of representatives to speak for them.

The situation was unpromising, but nothing was to be gained by refusing to face the facts. There was a simple reason for economic discrimination against women. It brought in supplementary profits for employers, both because women's labour cost less and also because lower wages for women helped to keep down the wages for men.

In Poland the principle of equal pay for equal work had become a matter of course. The problem now was to provide women with further opportunities for exercising their vocational skill and qualifying for even higher pay. Boys and girls already had access on an equal footing to ordinary vocational schools, and the Government had recently passed a special law stipulating that undertakings and factories must provide special courses to enable women workers to obtain training which would enable them to secure promotion to more highly paid work. The League of Polish Women was playing an important part in ensuring that employers fulfilled their duties towards women workers in that connexion.

There was a great need for social protection of women, particularly mothers and children. She could not agree with some members of the Commission that mention of the protection of mothers and children would weaken women's claim to equality. The greater the protection provided to mothers and children, the larger would be the numbers of women who had access to work on

an equal footing with men. The Polish Government was accordingly sparing no expense in developing services for the protection of mothers and children, to which a large part of the national budget was devoted.

The increasing numbers of women who were entering employment made it a matter of greater importance to solve the problem of equal pay for equal work. It was the Commission's duty to promote full economic and social rights for women with particular emphasis on that problem.

Mrs. SANCHEZ de URDANETA (Venezuela) said that the principle of equal pay for equal work was enshrined in the Constitution of Venezuela. Women's rights were fully secured in the economic and social fields under her country's legislation. Women were prohibited from engaging in dangerous or unhealthy work, they were granted maternity leave and time off for feeding their babies during the nursing period. All establishments over a certain size were required to provide nurseries for the children of women workers. Workers were paid by the day or the week and not on a piece-work basis. Civil service employees received equal pay for equal work.

Miss TSENG (China) said that the principle of equal pay for equal work was not only stated in the Constitution of China but put into practice in the country. It was an interesting point that in some Western European countries, where women had been emancipated for a longer period than in some of the less developed countries, they still received less pay than men for the same work.

That was especially true of colonial countries, where men of other races received less pay than the nationals of the controlling power, while women doing the same work received even less than the men. Such inequalities should be eliminated.

Mrs. LEFAUCHEUX (France), referring to the Polish representative's remarks said that it was certainly the Commission's duty to consider the case of women in the non-self-governing Territories, but that it was not true that such women were not represented on the Commission. Women of any



of the territories of the French Union would consider her as their compatriot and would therefore feel that they were represented. She drew the Commission's attention to the Labour Code recently promulgated in France, which provided for extensive activities for women.

Mrs. GUERY (Haiti) drew attention to the measures taken for the welfare of mothers and children in her country. Women were allowed six weeks paid maternity leave and nurseries were provided for children of working mothers. That was particularly necessary since many women had to travel considerable distances to work. Free maternity care was provided for nine days for working mothers and Government canteens had been established to provide meals for families in cases where the housewife was at work and was unable to prepare food for the household. A workers' housing programme was being carried out.

Miss YOUNG (New Zealand) said that her country had always been in favour of the principle of equal pay for equal work, but, realizing the serious inflationary problems which might arise from over-rapid implementation had always opposed any attempt at forcing it. She did not think that all wage-fixing procedures not resulting in the immediate establishment of equal pay, when the organization involved did not feel that the time was ripe for equality, should be condemned. She would, however, be prepared to support a resolution urging the authorities and organizations of any country to bear the principle in mind when negotiating and fixing wage rates. There was already complete equality in some fields in New Zealand and continual progress was being made whenever economic and social conditions allowed it. Wage rates were fixed by negotiation between employers and employees, and various arbitration procedures were provided. The Government did not normally participate directly in fixing wage rates, and she felt that in a democracy, provided there were no legislative barriers to equality, no more active steps need be taken by a government.



Miss MANAS (Cuba) proposed certain amendments to the draft resolution appearing in document E/CN.6/L.112/Rev.1, of which her delegation was a sponsor. In the second paragraph of the preamble she suggested the inclusion, after the words "set forth", of the phrase "in the Preamble of the United Nations Charter, Article 23 of the Universal Declaration of Human Rights and". In paragraph 2, she suggested the inclusion after the phrase "additional information", of the words "as it becomes available" and also, after the words "against women", of the phrase "as well as similar reports".

Mrs. HAHN (United States of America), Mrs. LEFAUCHEUX (France), Miss PELETIER (Netherlands) and Begum ANWAR AHMED (Pakistan) accepted the amendments proposed by the Cuban representative to the resolution of which they were also sponsors.

Mrs. TABET (Lebanon) said that since 1946 her country had adopted the principle of equal pay for equal work. Full facilities were given for maternity leave, and nurseries were provided to take care of the children of working mothers, who were also allowed special periods of time off to nurse their infants.

Mrs. FAIRCHILD (International Labour Organisation) wished to add a few observations to the statement she had made at a previous meeting. The first was that in considering women's wages, care should be taken not to confuse the question of the average earnings of men and women with the question of equal pay for equal work. Average earnings would always reflect degrees of skill, the measure of responsibility and other similar factors, as well as the actual number of hours worked. As had been pointed out in the course of the Commission's discussion, it was therefore particularly important to improve women's skill, promotion opportunities and access to supervisory and administrative posts.

While no figures could be given for the world as a whole, the official figures for the industrially advanced countries indicated that the average

earnings of women were tending to rise proportionately in comparison with those of men. The rise was not rapid, and, although it might indicate some progress in the direction of equal remuneration, the problem of achieving equal economic status for men and women was clearly far from solution.

Where programmes of maternity protection under ILO conventions were concerned, the advisability of including provisions regarding social security and maternal protection in the Convention on Equal Remuneration had been discussed; there had been some difference of opinion among delegations at the conference, but the great majority, including the majority of workers' delegations, had preferred to restrict the convention to the specific question of equal remuneration. The ILO had, however, adopted a series of conventions on social security and on maternity protection. A convention on maternity leave and benefits had been adopted as early as 1919 and had been revised at the International Labour Conference of 1952 with a view to extending its scope and making its provisions more flexible, thus permitting a larger number of accessions. At that conference, a Recommendation formulated after consultation with WHO had been adopted, setting out higher standards of maternity benefits and protection.

Mrs. HYMER (International Federation of Business and Professional Women) said that the Federation and its member organizations had consistently supported the application of the principle of equal pay for equal work and was in favour of the strongest possible international action by the Commission, the Economic and Social Council and the ILO. At the international board meeting in 1951, national federations had been urged to exert all their influence to secure the ratification and implementation of the ILO Convention by their governments.

There were other ways in which non-governmental organizations could contribute towards the implementation of the principle of equal pay. In many areas where women were employed, particularly in smaller communities, the two most commonly used methods of protecting women - civil service or collective bargaining legislation - would be ineffective. What was needed was to secure recognition of the value of women's work and the support of individual employers; that was the kind of help which non-governmental organizations were well qualified to give. Progress could also be made by job classifications with

a rate for the job, and by better personnel practices; there again, non-governmental organizations could be of assistance. All the Federation's members continued to stress the need for technical training and guidance for women to fit them to take advantage of job opportunities.

Sections A, B, C and D of the recommendations in article 6 of the ILO Convention on Equal Remuneration could provide the basis for a public education programme. They should be particularly satisfactory to the Commission, which, at its third session in 1949 had requested the inclusion of the principles recommended in any agreement adopted by the ILO.

The application of article 7 of the Convention, which stated that every effort should be made to promote public understanding of the grounds on which it was considered that the principle of equal remuneration be implemented, would call for the co-operation of non-governmental organizations. Her organization was therefore particularly grateful to the Netherlands delegation for proposing the inclusion of the paragraph in the operative part of the draft resolution before the Committee referring to the work of non-governmental organizations; it would increase the resolution's effectiveness in promoting programmes of action within individual countries.

Miss SENDER (International Confederation of Free Trade Unions) said that, in spite of some defections by its affiliates, her organization had consistently advocated the principle of equal pay for equal work.

Its investigations had indicated that in some countries women civil servants were paid lower salaries or were classified in lower grades than men. Even where there was no legal discrimination, other forms of discrimination existed, for example, the difficulty encountered by women in obtaining promotion to higher executive posts. While recent reports indicated a certain improvement in that respect, the standards of knowledge and ability required for promotion were still usually higher for women than for men. Since women generally occupied lower-paid posts in the public services, they were the first to be dismissed when reductions of staff were made. It was therefore highly desirable that women should be represented on civil service commissions to secure equal opportunity for their sex.

Women often lost their acquired civil service rights and seniority on becoming mothers and the Norwegian Union for Telegraph and Telephone Workers had accordingly suggested that women should be given the opportunity of taking unpaid leave in expectation of the birth of a child, with the right of reinstatement.

The principle of a rate for the job had long been supported by the United States Government. The greatest single impetus to the attainment of equal pay had been the Classification Act of 1923, establishing a uniform salary for each grade of work. Some progress had also been achieved through administrative action, for example, by resolutions permitting equal pay adjustments passed by the War Labour Board in the Second World War and by the Wage Stabilization Board in the post-war period. An important part in advancing the cause of equal pay had also been played by the development of the system of collective bargaining. A study made among nearly five and a half million workers had shown that more than one-quarter were employed under equal pay agreements. Both the CIO and the AF of L at their 1951 conventions had urged their affiliated organizations to oppose discrimination against women by means of clauses in union contracts and also by the adoption of legislation where individual unions were concerned. The report of the International Ladies Garment Workers Union showed that all contracts throughout the industry provided for equal pay for equal work for men and women.

Real progress had been made towards the achievement of equal pay by the incorporation of certain types of clauses in contracts, by the simplification of wage rate schedules, combining job classifications to bring rates for women's work up to the rates paid to men for similar work and by bringing cases of rate discrimination to the attention of the authorities.

Although legislative action was particularly necessary in the case of industries and categories of workers where women were not yet highly organized, experience had shown that reliance should not be placed exclusively on such action. The best guarantee of the equal treatment of both men and women was membership in a free trade union. But equality of pay had little value in itself when such equality was expressed in a low standard of living for both men and women workers. That fact was illustrated by the United States Department of

Labour publication entitled "Work Time Required to Buy Food, 1937-1950", which showed that a worker in the United States had to work 4 minutes to buy a pound of flour, and his counterpart in the USSR, 36. That was evidence of the contribution made by free trade unions to the improvement of living conditions.

Mrs. di CALVO (Inter-American Commission of Women) said that under the terms of its statute, the Inter-American Commission was called upon to promote the grant of economic and social rights to American women and to propose methods for the solution of their problems.

The Inter-American Commission had submitted to the 3rd, 4th, 5th and 6th Sessions of the Commission on the Status of Women reports on the work of its representatives at the ninth Inter-American Conference at Bogota in 1948 and at its own Assemblies in 1949 and 1951; that work had resulted in the adoption of resolutions, which had effectively stimulated action by the governments and legislative bodies of all American States to amend constitutions, labour codes and other legal instruments with a view to recognizing women's economic and social rights.

Special attention had been given to the question of equal pay at the Inter-American Commission's last conference at Rio de Janeiro in 1952. Six resolutions had been adopted there, the first of which had recommended that Governments should introduce legislation providing for equal pay for equal work in accordance with the ILO Convention and that they should also ratify the Convention. The second resolution had gone even further and had proposed a campaign for the implementation of the principle of equal pay; it had provided for visits by representatives of the Inter-American Commission to each of the American States to organize such a campaign with the co-operation of the authorities concerned and of interested non-governmental organizations.

The Inter-American Commission was also making an extensive study of the economic position of American women workers. As a result of the report it had submitted to the 9th Inter-American Conference in Bogota in 1948 on the economic position of women workers, maternity legislation and existing discriminatory practices, the Conference had adopted resolution XXIII requesting the Inter-American Commission to make a study of the economic position of American women workers and the rights they enjoyed during maternity. The study had been begun



by an expert on the economic and social problems of women who had visited all the 21 American States in the summer of 1952. As instructed in resolution XXIII, the Inter-American Commission had sought the co-operation of the ILO, whose studies on "Maternity Protection of Women Workers in Latin American Countries" and "Legislation Restricting Employment of Women during the night in Canada, United States and Latin America" had been of great value to the expert carrying out the study. The expert's study which was in preparation, would form an important part of the Inter-American Commission's report to the tenth Inter-American Conference to be held in Caracas.

Miss ROBB (International Federation of University Women) said that her organization was anxious that governments and non-governmental organizations should take concrete steps to make the principle of equal pay for equal work a reality. Her organization had observer status with the Committee on Professional Workers of the ILO, and had followed closely the proceedings of the 1951 ILO Conference at which the Convention on Equal Remuneration had been adopted. Its observer at the Conference had reported that, having achieved an international convention on paper, the national women's associations must work hard to make the meaning of the convention fully understood and to break down the opposition to its application, thus supplementing an international achievement by national action.

Another aspect of the question of equal pay for equal work which called for attention was that many traditionally underpaid types of employment were still almost exclusively the province of women workers.

The CHAIRMAN invited the Commission to discuss and vote on the joint draft resolution on equal pay for equal work (E/CN.6/L.112/Rev.1).

Speaking as Dominican representative, she proposed that the word "business" in the second paragraph of the draft resolution should be deleted, since the paragraph referred to all fields of endeavour.

That amendment was approved.

Mrs. CRAWFORD (International Labour Organisation) was not sure of the effect of the replacement of the word "periodically" in paragraph 2 of the operative part by the words "as it becomes available". The ILO always notified the Secretary-General immediately of any ratifications of the Convention on Equal Remuneration; it could, if the Commission wished, send other relevant information as it came in, but since the Commission met only once a year, an annual presentation of such information would seem better.

Miss MANAS (Cuba) explained that the word "periodically" was vague; the purpose of her amendment was merely to ensure that the Commission received the relevant information as soon as possible, but if the new wording would make difficulties for the ILO, she would not insist on it.

Mrs. POPOVA (Union of Soviet Socialist Republics) asked that the vote on the joint draft resolution should be postponed until the amendments to it had been circulated in writing.

The CHAIRMAN acceded to the request.

ECONOMIC OPPORTUNITIES FOR WOMEN: REPORTS ON PART-TIME WORK FOR WOMEN  
(E/CN.6/213, E/CN.6/222, E/CN.6/L.107, E/CN.6/L.114)

Mrs. GRINBERG-VINAVER (Secretary of the Commission) stated that the Commission had before it two reports on part-time work for women: a report prepared by the Secretary-General (E/CN.6/213), based on information submitted by non-governmental organizations, which had been extremely helpful; and a report prepared by the International Labour Office (E/CN.6/222). Both were preliminary; since the publication of its report, the Secretariat had received replies from a number of other non-governmental organizations, which could be incorporated in a further report. If the Commission requested the Secretary-General and the ILO to continue the work they had begun, it would receive complete documentation on the subject.



Miss PELETIER (Netherlands) thought that such documentation as the Commission had already received was excellent. In particular, it established that part-time work for women was part-time because the workers themselves wished it to be so. Whether part-time work should be promoted, however, was a moot question, the answer to which might well depend on the economic conditions and the labour market of particular countries. Highly industrialized countries in which there was a shortage of manpower might welcome part-time women workers, and the women themselves - mostly married women with time to spare from their household duties - would no doubt profit by an occupation which augmented the family income and broadened their own horizons. Countries which were in the process of industrialization, however, needed all their man-power and could not afford the luxury of part-time workers; while the reports made no mention of the USSR, she would judge from the statements of the USSR representative that the USSR fell into that category. Lastly, in countries in which there was an over-supply of labour, the injection into the economy of part-time workers might seriously upset the labour market.

The problem was also closely connected with the prevailing wage-levels. Where male bread-winners were paid well enough to provide for their families, as they were in the Netherlands, the percentage of married women in paid employment was naturally low; where family income had to be supplemented, married women engaged in both part-time and full time work. There was, incidentally, a danger that part-time workers might accept lower pay and thereby lower wages generally.

At the previous session many arguments had been advanced in favour of married women continuing to work; an additional argument was the present scarcity of women with up-to-date specialized knowledge, since so many highly trained women retired upon marriage.

She was anxious to learn more about the new French bill on the work of married women. She was apprehensive of legislation on the subject, since it frequently barred married women from a number of occupations, and the fear expressed by some trade unions that the promotion of part-time work might some day result in limiting the employment of all married women to part-time work was by no means groundless.

Since the subject was a complex one and since only preliminary reports had been submitted, the Commission, as an international body, could not yet take a definite stand on it. She had therefore introduced a draft resolution (E/CN.6/L.107) requesting further reports by the Secretary-General in co-operation with the ILO, to be submitted to the Commission's next session.

Begum ANWAR AHMED (Pakistan) felt that, in order to work for the improvement of women's economic status, the Commission should know more about the position of women in under-developed countries, of which Pakistan was a fair example. Per capita income in Pakistan was one of the lowest in the world, being roughly five dollars a month. Pakistan's economy was largely dependent on agriculture, but yields were low, and since the population was increasing it was essential both to raise agricultural production and to develop various industries. Agrarian reforms had already been introduced and peasant ownership of land was encouraged. The Six Year Plan, which was based on the Colombo Plan, provided for both agricultural and industrial development. A great source of income was the export of such raw materials as jute, cotton, wool and hides.

Women played an important part in the country's economy by performing the lighter agricultural tasks and by working in textile factories and in the handloom industry. Cottage industry was an essential feature in rural areas, and women took an active part in the production of various home-made articles. The economic rehabilitation of refugees, particularly women, had been achieved by encouraging them to engage in cottage industry with Government aid. It was only in the cities that, owing to lack of vocational training and to the age-old tradition that a middle-class woman should not earn her living, women were consumers rather than producers. With the spread of education, however, that attitude was breaking down, and before long city women would be participating fully in all spheres of national activity.

She had submitted a draft resolution (E/CN.6/L.114) calling for precise information from other under-developed countries as a basis for future discussion by the Commission of what it could do to raise the economic status of women in such areas.

Mrs. WARDE (United Kingdom) supported the Netherlands draft resolution (E/CN.6/L.107) and agreed with the Netherlands representative that it was undesirable to have legislation on the subject of work by married women.

In the United Kingdom, workers were paid adequate wages, enabling them to provide for their families; there was, in addition, a system of family allowances and free school lunches. However, married women in rural areas frequently engaged in seasonal work, such as picking fruit and hops, in order to raise the family income; it was noteworthy that such part-time workers were paid at higher rates than full-time regular workers.

The meeting rose at 1.10 p.m.