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UNITED NATIONS DECADE FOR WOMEN: EQUALITY,
DEVELOPMENT AND PEACE

Promotion of full equality of women and men in all spheres of life
in accordance with international standards and the Declaration on
the Elimination of Discrimination against Women

Report of the Secretary-General

Addendum

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I. INTRODUCTION

1. The present addendum to the report of the Secretary-General on the subject (A/32/216) is based on information received from 10 Governments 1/ and one non-governmental organization 2/ after 23 July 1977 and summarizes the activities undertaken by those Governments and the non-governmental organization with respect to the implementation of paragraph 12 of General Assembly resolution 3520 (XXX) of 15 December 1975.

2. Government replies indicated that positive efforts have been made to improve the de jure and de facto condition of women in accordance with international standards and provisions of the Declaration on the Elimination of Discrimination against Women (General Assembly resolution 2263 (XXII)).

3. Some replies dealt mainly with broad trends and policies, others emphasized specific activities, such as those undertaken under articles 4, 9 and 10 of the Declaration. A common underlying factor of the replies was the impact of the International Women's Year and the World Conference of the International Women's Year on the implementation of the principles of equality and non-discrimination enunciated in the Declaration. In addition, the information provided brought up to date previous submissions and included background and history of the efforts made in connexion with the implementation of the Declaration. It has also been noted that there is growing co-operation between the public and private sectors in efforts aimed at the elimination of discrimination against women.

4. The responses also indicated that the problems confronting Member States were complex and not readily amenable to legal or administrative action. There was realization that existing obstacles such as tradition, socio-economic conditions and educational limitations will require a long-term effort by Governments and private entities to be overcome. Recognition of the difficulties involved is being taken into account and new policies and actions are being taken to achieve equality between men and women, mainly through the establishment of committees and other bodies whose mandate is to investigate and recommend innovative approaches to accelerate progress in the achievement of equality of women and men.

II. PUBLICITY GIVEN TO THE DECLARATION

5. Three Governments 3/ provided specific information concerning activities to publicize the Declaration.

1/ Australia, Byelorussian Soviet Socialist Republic, Central African Empire, Greece, Iran, Lebanon, Mongolia, Romania, Sudan and United States of America.

2/ Category II: International Association for Social Progress.

3/ Greece, Lebanon and Sudan.

6. Greece reported that repeated publicity was given to the Declaration through the news media and through public activities organized by women's associations.
7. Lebanon stated that it had published the Declaration and that it was distributed by the Lebanese Women's Council to other women's associations.
8. The Sudan reported that press and radio interviews and the means of various other media were used to explain and promote International Women's Year. The Women's Committee of the Sudanese Socialist Union, the Sudanese Feminist Union, the Ministry of Social Affairs and the United Nations Information Centre had participated in a major press conference to publicize the objectives of the year. Currently, radio and television were carrying special programmes designed to disseminate relevant information on women's roles to eliminate outmoded traditions and to increase political and social awareness of individuals. In addition, a documentary film on the role of Sudanese women in national development had been produced and 11 books dealing with International Women's Year had been issued.

III. GENERAL MEASURES (articles 1, 2, 3 and 11)

A. Constitutional, legislative and other regulations of a general nature

9. Greece reported that the Constitution of 1975, article 4, paragraph 2, provided for equality between men and women.
10. Lebanon stated that the Administration Committee of its House of Representatives had adopted a principle providing for equality between men and women and amending all legal provisions that discriminated against women. The Committee had initiated action which would result in specific amendments throughout the legal code.
11. Mongolia pointed out that article 84 of its Constitution specifically guaranteed the equality of men and women in all spheres of life.
12. Romania affirmed that its Constitution of 1948 guaranteed equal rights in all areas and that subsequent legislation had ensured that those principles had been put into practice.
13. The Sudan pointed out that a number of articles in its draft constitution specifically related to women's rights. For example, article 15 guaranteed the rights of the family and article 53 the rights of mothers and children.
14. The United States of America reported significant progress in legislation and in the implementation of regulations which were designed to eliminate discriminatory practices against women. Specific national legislation cited included Public Law 94-167 extending the life of the National Commission for the Observance of International Women's Year and assigning specific tasks to the Commission for action to improve the status of women. Legislature, judicial bodies and administrative organizations were reported to be increasingly concerned with the systemic problems as well as individual complaints. Courts, for example, where they had found barriers against women, whether intended or not, had required new

practices. Other examples of legislative and judicial actions were as follows: programmes to eliminate sexist textbooks and curricular materials were now eligible for federal financing; legislation to improve women's access to credit; laws reflecting a growing equalization of divorce laws in a large number of states; enforcement of equal pay laws on a broad basis; legislation to support and facilitate child care; and programmes to improve the availability of a variety of benefits for women.

B. Obstacles encountered and measures taken to overcome them

15. Iran underlined the general problem (also referred to in information provided in other responses) that in any society, whether developed or developing, it was the lack of sufficient or proper training and education that severely limited women's participation in social and economic life. Aware of those constraints on women's participation, the Government had continually endeavoured to devise an educational policy which would increase women's educational opportunities. In the political sphere, a major barrier was women's lack of experience in political know-how and a poor self-image as a group. Efforts to overcome those limitations were being made on two fronts: encouraging women to get involved in politics at local levels and promoting the political training and education of women. It was stated that both tactics were being met with enthusiasm and were proving to be quite successful.

16. The Sudan indicated that erroneous conceptions and outmoded traditions were being combated by regular and special programmes on television which disseminated relevant information designed to increase the political, economic and social awareness of individuals.

17. The United States of America reported that the National Project on Women's Education had found that professional education had not become involved with women's issues. The project had begun to build a strong collaborative network among educators, researchers and policy-makers and to initiate projects to deal with the problem. In a continuing effort to locate obstacles which hindered the full participation of women in educational life, research had been undertaken to provide information on patterns that could impede or facilitate female educational achievements.

C. Methods and machinery established to review and evaluate the de jure and de facto position of women

18. Four countries ^{4/} provided information regarding the above subject.

19. Australia reported the creation of a Working Group on Women's Affairs which would co-ordinate government bodies whose responsibilities affected women. A women's unit had also been established in the Department of Social Security. Also, a Women's Welfare Issues Consultative Committee had been established to channel community views into social security and welfare policy bodies.

^{4/} Australia, Iran, Sudan and United States of America.

20. Iran reported that the 1978-1983 National Plan not only referred specifically to women and their needs, but sought to elaborate specific policies. Women were on the subject-matter committees to draw up the different aspects of the Plan. They occupied key positions on five committees - Regional Development, Education, Agriculture, Social Welfare and the Quality of Life - and on other sub-committees which would elaborate the Plan. The Women's Organization of Iran was working with the High Committee for Co-operation, which consisted of eight ministers, including the Minister of State for Women's Affairs, to monitor activities relating to women during the Fifth Plan and to make recommendations for the Sixth Plan. The Government was also supporting the Asia and Pacific Centre for Women and Development, located at Teheran, and had offered to be the host and pledged \$1 million to the International Institute for Research and Training for the Advancement of Women.

21. The Sudan stated that the Sudanese Feminist Organization had carried out a study of the problem of discrimination in banks between male and female employees. As a result of the study, the Minister of Finance and National Economy had issued directives to ensure full equality in study grants, training and all other aspects in which discrimination was practised.

22. The United States of America indicated that the extension of the life of the National Commission for the Observance of International Women's Year had included authorization to convene meetings in all States and territories to be followed by a national meeting. This was deemed the most suitable mechanism for evaluating the status of women and the issues of concern to them. The National Conference is scheduled to be held from 18 to 21 November 1977. The objectives of the Conference are as follows: to recognize the role of women in national development; to assess progress in promoting equality and women's role in economic, social, cultural and political development; to examine women's participation in co-operation among nations to strengthen world peace; to identify barriers to continued progress; to make recommendations and establish a time-table for their achievement; and to establish a committee which will provide for the convening of a second conference to assess progress and evaluate the steps taken to improve the status of American women.

Ratification of international instruments

23. Australia, Greece, Lebanon and Mongolia reported the ratification of ILO Convention No. 100 (Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value). 5/

24. Australia and Lebanon reported also the ratification of ILO Convention No. 111 (Convention concerning Discrimination in respect of Employment and Occupation). 6/

25. Mongolia reported the ratification of the following instruments: Convention on the Political Rights of Women (General Assembly resolution 640 (VII)), the UNESCO Convention against Discrimination in Education adopted by the General

5/ Conventions and Recommendations Adopted by the International Labour Conference, 1919-1966 (Geneva, International Labour Office, 1966), p. 795.

6/ Ibid., p. 969.

Conference at its eleventh session, Paris, 14 December 1960, ILO Convention No. 103 (Convention concerning Maternity Protection (Revised 1952)) ^{7/}, and ILO Convention No. 111. ^{6/}

Measures taken to assist non-governmental organizations

26. While none of the reporting countries specifically mentioned the ways in which they assist non-governmental organizations, it was noted that activities were undertaken with their co-operation, particularly the feminine branch of political parties. These activities are covered in the relevant sections of the present addendum. It was also noted that non-governmental organizations are increasingly participating in ways which influence the policies and actions of Governments in the elimination of discrimination against women.

International co-operation and the strengthening of international peace

27. The Central African Empire reported that the National Union of Women, a body of the Unique Party, followed the policies of the Government in the promotion of peace. To further those policies dialogues were initiated with all feminist organizations in the search for the preservation of peace.

28. Iran noted that its support for the Asia and Pacific Centre for Women and Development and its offer of support for the International Institute for Research and Training for the Advancement of Women were all part of an effort to promote women's participation in international co-operation and the strengthening of international peace.

29. The Sudan indicated that the secretariat of Women's Affairs of the Sudanese Socialist Union and the Sudanese Women's Union had established and reinforced relations of solidarity and peace between Sudanese women and feminist organizations in friendly and brotherly countries through meetings and international and regional conferences related to the various problems that women faced at present.

^{7/} Ibid., p. 835.

IV. MEASURES RELATED TO SPECIFIC RIGHTS (articles 4 to 10)

Article 4 (and Convention on the Political Rights of Women, 1952)

(a) The right to vote, including public referenda and eligibility for election

30. Most replies referred directly or indirectly to the equality of political participation and the right to vote. Mongolia and the Byelorussian Soviet Socialist Republic stated that their constitution authorized political participation at age 18. Romania pointed to a recent law reinforcing the constitutional rights guaranteed in 1946. The Central African Empire stated that the National Union of Women, which included all of the women in the country, permitted full participation of women in political life. Iran referred to special efforts to increase the participation of women in political affairs.

(b) The right to hold public office and to exercise public functions

31. Six member States 8/ responded to this section.

32. The Byelorussian Soviet Socialist Republic indicated that 38,233, or 47.9 per cent, of the total number of members elected to all soviets were women. Of the 430 members of the Supreme Soviet of the Byelorussian Soviet Socialist Republic, 159, or 37 per cent, were women. The secretary of the Presidium of the Supreme Soviet was a woman, as was the Deputy Chairman of the Council of Ministers. Women occupied ministerial posts such as that of Health, Education and Social Welfare and held 63 per cent of the posts in government, economic, co-operative and other public organizations. They also held key posts in the Standing Committee on Women and National life. In addition, 25.6 per cent of all judges and 48 per cent of all elected officials of trade unions were women.

33. The Central African Empire stated the women had been and were Ministers of Government and held other senior posts in both the public and private sectors.

34. Iran reported that the efforts of the Women's Organization of Iran and the Rastakhi Party had resulted in 2,885 women running for office in local council elections. Also out of a total party enrolment of 5.2 million, 1.4 million were women and, of those 1.0 million were rural women. At the national level two women were members of the Political Bureau and five others were on the Executive Board of the party.

35. Mongolia stated that women comprised 22 per cent of the membership of the Great Peoples Kural, the supreme governmental body of the Republic, and 30 per cent of the local bodies.

36. Romania noted that its electoral law 67/1974 further guaranteed the equality

8/ Byelorussian Soviet Socialist Republic, Central African Empire, Iran, Mongolia, Romania and United States of America.

of rights contained in the constitution of 1946. The labour laws also assured women the same rights as men.

37. The United States of America indicated a 10 per cent increase in the number of women in state legislatures, which brought the over-all percentage of the total to 9.1. While there were 18 women in the House of Representatives of the Federal Government, there were presently no women in the Senate. Of President Carter's top appointments, 13 per cent were women and 16.9 per cent of the 154 sub-cabinet appointments were women during the first three months of his administration. National organizations were training women in the skills of modern campaigning for public office and the President had indicated his strong support of equality between women and men.

Article 5 (and Convention on the Nationality of Married Women, 1957)

38. Two member States 9/ provided information.

39. Greece reported that a special committee had been appointed to look into the matter of the nationality of married women.

40. Mongolia stated that women had the same rights as men with regard to nationality. Article 107 of the family code stated that in the case of marriage between citizens and aliens, each retained his or her own nationality. Changes in nationality were effected only through the relevant legislation.

Article 6 (and Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages, and the Supplementary Convention on Slavery, the Slave Trade and Institutions and Practices similar to Slavery)

41. Four member States 10/ supplied information on one or more of the provisions of this article.

1. Property rights and legal capacity (paras. 1 (a) and 1 (b))

42. Greece reported the establishment of a committee of lawyers, which included women, to look into necessary amendments to be made in civil law, such as provisions ruling relations between husbands and wives and parents and children.

43. Mongolia stated that women had equal rights in civil law and that property acquired before marriage remained individual while property acquired after marriage was joint.

9/ Greece and Mongolia.

10/ Greece, Lebanon, Mongolia and United States of America

2. Law on movement of persons (para. 1 (c))

44. Lebanon reported that the Office of Public Security had issued a memorandum cancelling the practice of preventing wives from travelling without their husbands.

3. Free choice of spouse and free and full consent in marriage (para. 2 (a))

45. Mongolia stated that at the age of 18 all citizens could enter marriage on the basis of mutual consent irrespective of differences in race, nationality, religion or citizenship.

4. Equal rights with men in marriage and at its dissolution (para. 2 (b))

46. Mongolia stated that family law provided equal rights of women in marriage and at its dissolution.

47. The United States of America reported that federal law had been changed to make divorced or separated women who had been married to one man for 20 years eligible for federal support. It also prevented credit from being denied on the grounds of sex and provided tax relief for child-care expenses even when they were provided by a family member. The Department of Health, Education and Welfare, among other activities, sponsored an international working group to consider the theme "The role of Government and the family" and held a conference on the same subject. It was also reported that most of the states had made changes in their divorce laws which promoted equality between men and women.

Article 7 (penal codes involving discrimination)

48. The Sudan reported that article 74 of its draft Constitution stated that execution should be postponed for two years in the case of pregnant women and nursing mothers.

Article 8 (traffic in women and exploitation of prostitution of women)

49. Romania stated that the present legislation was designed to prevent the exploitation of women for prostitution.

50. The Sudan reported that a seminar was held at Khartoum to discuss measures to eliminate prostitution. The Sudanese Women's Union and the Ministry of Social Affairs had participated.

Article 9

51. Five member States 11/ provided information on the different provisions of this article.

52. The responses gave a clear indication of the understanding of education as an important means for the elimination of discrimination against women.

(a) Equal conditions of access to and study in educational institutions of all types, including universities and vocational, technical and professional schools

53. Australia reported that, with few exceptions, all schools were coeducational and that there was no discrimination in access to teachers, premises or equipment. The Schools Commission had conducted a study which showed that the main cause of educational disadvantage among girls was socio-economic. Therefore the Department of Education was establishing a women's unit to assist in the development and review of policies of equality of opportunity. Compulsory education was in force for all children up to the age of 15. As a result of International Women's Year, several States had established committees for study or in-service programmes designed to eliminate sexual bias in educational activities. In higher education the percentage of women receiving advanced degrees had increased from 9.2 per cent in 1956 to 14.6 per cent in 1974. At the Bachelor level, the increase had been from 21 per cent to 34.5 per cent.

54. Iran pointed out that 7.7 million students were attending schools and that education was the largest single activity of the nation. Of the 300,000 persons who had sat for university entrance examinations, 85,977 were women. Also, universities were being asked to make certain that women accounted for 30 per cent of all first-year students. A recent educational conference had made recommendations which included: a wider acceptance of coeducational schooling, especially in secondary schools; an increase in the female members of the literacy corps; the enforcement of compulsory schooling with emphasis on the inclusion of girls; and the revision of secondary curricula to provide the skills needed in the labour market.

55. Mongolia stated that equal rights in education were guaranteed and that 44 per cent of the persons with secondary or higher education were women. In addition 38.6 per cent of all scientists, 62 per cent of all honoured teachers, 46 per cent of honoured physicians and 82 per cent of pediatricians were women.

56. The United States of America reported that the Educational Amendments Acts of 1974 and 1976 all contained titles and sections which had limited discrimination in education at all levels and had provided a positive impetus towards greater opportunity for women. The 1974 Acts contained the Women's Educational Equity Act,

11/ Australia, Iran, Mongolia, Sudan and United States of America.

which was one of the most significant. In the first year of its application, actions had been taken to enhance the capacity of the educational community to respond to the issues of equity relating to the education of women and girls. In addition, the National Advisory Council on Women's Educational Programmes had been created to advise top policy-makers to develop criteria, and to make recommendations concerning the improvement of educational equity for women. The Council had had significant influence on new legislation which now contained strong anti-discriminatory provisions. Among other activities undertaken had been the following: preparation by the Commissioner of Education of a report on sex discrimination in education; the activities of the National Project on Women in Education; and the work of the Women's Research Group and the Education and Work Group of the National Institute of Education. The National Council would study the Commissioner's report on Sex Discrimination and make recommendations for action. The other programmes involved research, regional consultations, advisory services to institutions and dissemination of information aimed at the promotion of greater equality for women in education.

- (b) The same choice of curricula, the same examinations, teaching staff of the same standard and school premises and equipment of the same quality whether the institutions are coeducational or not

57. Australia stated that the Technical and Further Education Commission had recommended a series of actions for women's needs, including course development, counselling, schedule adjustment, decentralization and child-care facilities to promote school attendance by women.

58. The United States of America reported that the Federal Government, under the Women's Education Equity Act, would now finance programmes designed to eliminate textbooks and curricula which contain material that adversely affect occupational choices of girls.

- (c) Equal opportunity to benefit from scholarships and study grants

59. Australia provided statistics which demonstrated that its study grants and scholarships were approximately equal in all fields except for the post-graduate level at which few women sought enrolment.

- (d) Equal opportunities for access to programmes of continuing education, including adult literacy programmes

60. Australia reported that the major problem of adult literacy was faced by non-English speaking migrants, aborigines, people living in rural and isolated areas and the physically and mentally handicapped. In taking new initiatives to deal with those problems the Government had found no discrimination against women, but rather that, in spite of the cultural and social deterrents normally expected to impede participation, there were many cases of greater participation by women than men.

61. Iran stated that the Farah Pahlavi Welfare and Educational Organization and the Women's Organization of Iran had developed networks of services which included literacy training, centres for vocational education, welfare services, health services, family planning information and devices, as well as day-care centres. While traditional skills were taught, the greatest number of training opportunities for women were in the area of new skills. Therefore, courses in auto mechanics, electronics, television repair and food processing and preserving were being provided and were well attended by women.

62. The Sudan indicated that the Women's Committee of the Sudanese Socialist Union and the Sudanese Women's Union had provided guidelines and worked with the Office of Education to activate work, plan surveys, monitor activities and launch campaigns to enhance awareness among women in the field of literacy. At intermediate levels, guides had been trained, seminars held, surveys conducted, exhibitions organized and classes opened to promote functional literacy. Women had been directly involved in all of those activities. In addition, training was being given to rural midwives, and to women in the fields of commerce, rural industry, agricultural extension and other fields. A training seminar for rural women had been organized by the Ministry of Social Affairs in collaboration with the Economic Commission for Africa and the Food and Agricultural Organization of the United Nations. The Federal Republic of Germany and UNICEF had contributed financial assistance. A training and rehabilitation centre for girls, a social centre for spreading awareness and consciousness, an educational project on nutrition, and nurseries for working women had also been established to deal with various women's problems.

Article 10

63. Seven member States 12/ provided information related to the different provisions of this article.

1. Measures to ensure to women equal rights with men in the field of economic and social life, in particular:

(a) The right, without discrimination on marital grounds or any other grounds, to receive vocational training, to work, to free choice of profession and employment, and to professional and vocational advancement

64. Australia reported that Committees on Discrimination in Employment and Occupation had been established at the national and state levels. Also, a national employment and training system had been created which was based on the philosophy that training should be available on a full-time or part-time basis to any person regardless of race or sex. That programme was being carried out at training centres, through correspondence, or in industry.

12/ Australia, Byelorussian Soviet Socialist Republic, Greece, Iran, Mongolia, Sudan and United States of America.

65. The Byelorussian Soviet Socialist Republic stated that women comprised 53 per cent of the labour force and that special attention was being given by the State to working women.

66. The Central African Empire stated that article 99 of the labour code allowed women access to all kinds of work for which they were qualified. Those who did not qualify under the above-mentioned article might be assisted by the National Chamber of Commerce.

67. Mongolia reported that women's participation in the economy had provided them with material independence and helped increase their participation in civil and political activities. Women at present comprised 51 per cent of the agricultural workers, 56 per cent of the educational employees and 73.6 per cent of the health workers. In the economy, as a whole, women represented 51 per cent of the employed population.

68. The Sudan reported that article 53 of its draft Constitution assured adequate guarantees for mothers and working women. Article 55 banned discrimination in employment and salaries. Comprehensive programmes of training had been undertaken for women and girls in a variety of fields ranging from functional literacy to more advanced development skills.

69. The United States of America indicated that the Comprehensive Employment and Training Act had been a tool for increasing women's participation in the labour force. While there had been a 74 per cent increase in the number of women apprentices for skilled trades, women only represented 1.2 per cent of all apprentices. Both the amendments of the Vocational Education Act, which came into force in 1977, and the Comprehensive Training Employment and Training Act of 1973 had contributed to the elimination of discriminatory practices and the obtaining of non-traditional labour market opportunities for women. The Women's Bureau of the Department of Labour had also influenced policies which increased employment opportunities for women. The 25-year work pattern indicated a dramatic increase in the participation of married women in the labour force. The traditional family with a working husband and a home-maker wife had dropped from being 56 per cent of all families 25 years ago to 34 per cent at present.

70. The International Association for Social Progress reported that it had been actively working on the implementation of the Declaration on the Elimination of Discrimination against Women, using the various resolutions adopted by the Council of Europe dealing with women's rights. In a number of countries it had stressed the access to employment and to vocational education in the implementation of those resolutions.

(b) The right to equal remuneration with men and to equality of treatment in respect of work of equal value

71. Australia reported that both Federal and State Governments had changed legislation on minimum wages and industrial arbitration and conciliation laws in order to implement the principle of equal pay for equal work. All Governments had

/...

stated their support for that principle. All Governments were also required to assert their support for equal pay in any labour case where they intervened.

72. Greece indicated that article 22, paragraph 1 of its Constitution stated that all working people irrespective of sex should be entitled to equal pay for equal work.

73. Mongolia reported that it was presently implementing the legally established right to equal pay for equal work. Article 99 of the Criminal Code made it illegal to limit the access of women to educational institutions or work.

(c) The right to leave with pay, retirement privileges and provision for security in respect of unemployment, sickness, old age or other incapacity to work

74. Australia indicated that unemployment benefits were paid to both men and women under the same conditions. Sickness benefits were payable to a woman only if her husband was not able to support her. Government retirement benefits were payable to women at age 60 and to men at age 65 under the same requirements. Private pension systems tended to pay women less because of their longer life expectancy. Widows' pension recipients included women who had been common-law wives, women who had been deserted, and women whose husbands were in prison or in mental hospitals. The majority of social security recipients were women, though they tended to receive lower payments because they had had a more interrupted working life and therefore paid fewer contributions.

75. Mongolia stated that women had the same rights as men with respect to social insurance and the age of eligibility for old-age pensions. Those pensions were paid to men at age 60 with 25 years of work and to women at age 55 after working 20 years. Both men and women received their pensions earlier if they worked under unhealthy or difficult conditions. In addition, women who had had and had raised four or more children were entitled to a pension at the age of 50 with 15 years of work.

76. The United States of America reported legal and administrative changes, as well as judicial decisions which have equalized social security benefits for women. Other sex-related differences were actively being revised by the courts and by administrative entities whose recommendations were submitted to the Congress. In addition, there were programmes such as "Aid to Families with Dependent Children" which provided assistance for poor and usually one-parent families, and the "Work Incentive Programme" which provided services to assist the poor to obtain training and employment. Of the recipients of the latter 72 per cent were women and 64.7 per cent of those for whom employment was obtained were women.

(d) The right to receive family allowances on equal terms with men

77. Australia stated that family allowances had been increased, especially to poor families and that payments were made directly to the wife or the person with custody of the children without regard to sex. Only women could receive single-

parent family benefits, but there were other benefits for children and for sole parents that were payable regardless of sex. There were also tax allowances and rebates provided in addition to family allowances. Special benefits were available in a number of circumstances, such as those to unmarried mothers, people with invalid parents and migrants. In all cases those benefits were payable to the person providing custody regardless of sex.

2. Measures to prevent women's dismissal in the event of marriage and maternity and to provide paid maternity leave with the guarantee of returning to former employment, and to provide the necessary social services, including child-care facilities

78. Australia stated that maternity benefits were a lump-sum payment and that there were a variety of other benefits, for example to unmarried mothers in the 12-week period before confinement and for 6 weeks afterwards.

79. The Byelorussian Soviet Socialist Republic reported that mothers might have paid leave for up to one year to care for a child and there were special benefits for women who had many children.

80. Iran stated that its rural cultural centres provided educational, recreational and child-care services for women. Twenty-four thousand, six hundred and thirty-five children were presently being attended, allowing their mothers to work or study.

81. Mongolia indicated that pregnant women and nursing mothers could not be dismissed, perform night work or overtime and were transferred to lighter work without loss of pay. Women received 45 days' leave before and 56 days' leave after childbirth. In case of complications or multiple births that might be extended to 70 days. Nursing mothers were given one-hour or two-hour breaks during the day at full pay. Additional leave at reduced pay was granted for the care of children up to the age of six months. There was a state system of maternity and child protection including pre-school education which had hundreds of branches throughout the country. Article 102 of the labour code also allowed pregnant women and single mothers with young children to stay at sanatoria and rest homes with assistance from social insurance schemes.

3. Measures taken to protect women in certain types of work, for reasons inherent in their physical nature

82. Many Governments referred to programmes that would provide the educational health and other social benefits that would facilitate the incorporation of women into the work force. Most of these efforts have been covered under other parts of the report. However, the United States of America referred specifically to a conference entitled "Women in the Work Place", held in 1976 by the National Institute for Occupational Safety and Health, which was designed to identify those occupations that have an adverse effect on women, especially those of child-bearing age and to ensure that protecting women does not lead to discrimination against them. Other programmes involved cancer, teen-age pregnancy, drug and alcohol abuse, and the prevention and control of rape and were designed to provide the research and services needed by women for productive healthy lives.