



Economic and Social Council

Distr.
GENERAL

E/1984/WG.1/SR.22
9 May 1984
ENGLISH
ORIGINAL: FRENCH

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MAY 16 1984

First regular session, 1984

SESSIONAL WORKING GROUP OF GOVERNMENTAL EXPERTS ON THE IMPLEMENTATION
OF THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

SUMMARY RECORD OF THE 22nd MEETING

Held at Headquarters, New York,
on Tuesday, 1 May 1984, at 3 p.m.

Chairman: Mr. BENDIX (Denmark)

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The meeting was called to order at 3.25 p.m.

CONSIDERATION OF REPORTS SUBMITTED IN ACCORDANCE WITH COUNCIL RESOLUTION 1988 (LX)
BY STATES PARTIES TO THE COVENANT CONCERNING RIGHTS COVERED BY ARTICLES 6 TO 9
(continued)

Report of Norway (continued) (E/1984/7/Add.16)

1. At the invitation of the Chairman, Miss Danielsen (Norway) took a place at the table.

2. Miss DANIELSEN (Norway), replying to the questions asked in connection with the second periodic report of Norway (E/1984/7/Add.16) in the order in which the paragraphs were contained in the report, explained, first of all, that the Norwegian Federation of Trade Unions was represented on the Norwegian Government's Advisory Committee on Human Rights (see para. 4 of the report), which had 20 members. The other non-governmental organizations represented on the Committee were Amnesty International, the Red Cross, the United Nations Association of Norway and the Council of Women of Norway.

3. Referring to the implementation of article 6, she indicated that the objective of the measures taken by the Government to ensure employment was both to establish new jobs on the labour market in general and to create employment and training possibilities for the unemployed. Referring to the measures listed in paragraphs 22 to 39 of the report, she pointed out that they had not been in effect very long. In February 1983, the Government had submitted a series of measures to the parliament in order to combat unemployment by creating temporary employment in the municipalities, by increasing the number of apprenticeship positions and places in the upper secondary schools and by adopting special measures for unemployed persons over the age of 60, for young people and for women. The parliament had adopted those measures and had approved additional funding for their implementation. Moreover, in May 1983, the Government had submitted a white paper on employment and the labour market, which contained proposals for a continued increase in the number of apprenticeships.

4. As to the question of whether Norway had introduced early retirement in order to counteract unemployment, she explained that early retirement schemes could be negotiated on a case-by-case basis between management and the trade unions, when an enterprise was forced to lay off employees because of bankruptcy or structural changes. It was Norway's policy not to exclude active individuals from the labour market before the mandatory retirement age (70 years), but some enterprises offered the possibility of early retirement.

5. Referring to paragraph 11 of the report and to the requests for information about the number of unemployed persons and of available jobs, she noted that, according to recent figures, there were approximately 70,000 registered unemployed persons and approximately 5,000 available posts. Assessments of the number of unregistered unemployed persons, which were based on sample surveys, showed a total of 60,000 unemployed persons. That figure was lower than the number of registered

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(Miss Danielsen, Norway)

unemployed partly because different criteria were used in the two surveys, but also because some of those who were registered as unemployed and who received unemployment benefits did not consider themselves to be without employment.

6. As at 31 December 1982, persons registered with the employment offices as unemployed had been divided among the following occupations: craftsmen, production-process workers and labourers: 27,900; service, sports and recreation workers: 6,700; workers in transport and communications: 6,700; farmers, loggers and fishermen: 1,900; clerical and sales workers: 6,000; professional and technical workers: 2,900; administrative, executive and managerial workers: 350. More recent information would be submitted in Norway's next report.

7. To achieve real equality in the wages of men and women, the Norwegian Government had adopted a series of measures to desegregate the labour market: subsidies for employers who hired women - or men - in fields dominated by the other sex; special scholarships for girls - or boys - who entered fields of education traditionally reserved for the other sex; and information campaigns to motivate girls to seek training in more varied sectors, including the technical fields and computer science.

8. There were many measures to promote the equality of the sexes. Her Government was currently assessing the impact of those measures in order to determine which should be continued or intensified and which should be dropped. For example, girls would no longer enjoy preferential treatment in admission to medical schools, since that measure had become superfluous. However, it would probably be necessary to increase efforts on behalf of women in industry and in the technical fields.

9. Referring to the various labour market measures (para. 22 et seq.), she explained that they had provided work for approximately 40,000 people, for example in the social and medical sectors, in construction and in industry. The people concerned received a salary equivalent to the average salary paid in either the public or the private sector, respectively, and they would continue to hold their position, even after the measures had ended.

10. With regard to support for bankrupt enterprises (para. 29), her Government provided assistance to individual companies in order to help them to maintain production and employment while they were making necessary adjustments. The enterprises concerned received grants, which normally amounted to 135 Norwegian kroner per day and per workplace, for a period of three months.

11. The employers' use of the grants mentioned in paragraphs 22 to 25 of the report was supervised by the local employment office, in co-operation with the local trade unions. The grants were provided at the request of the enterprise.

12. Replying to the questions asked in connection with paragraph 41 of the report, she explained that all employees were protected against unfair dismissal. Lay-offs were normally the subject of negotiations between the trade unions and management. In the case of a disagreement, the dispute was settled by the courts. It should be

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(Miss Danielsen, Norway)

noted that employees who were laid off in the private sector had preference in the filling of suitable openings in their former enterprise, whereas employees in the public sector had the same preference in the public sector as a whole. As statistics based on former employment had shown, the latter therefore had more opportunities to find another job.

13. With regard to paragraph 47 of the report, she explained that, of the 70,000 unemployed persons, 46,000 were men and 24,000 were women and that 8,000 persons under the age of 20 were currently unemployed. Referring to paragraph 53 of the report (subpara. (a) (iii)), she indicated that the principal aim of the Norwegian authorities was to reinforce economic growth so as to secure employment in the long term. The main reason for the rise in unemployment lay in the trend of the international economy, combined with a greater number of persons seeking employment (young people and women, in particular).

14. As to paragraph 54, she admitted that there existed a gray labour market in Norway which was difficult to reflect in statistics; however, the authorities considered it very important to develop reliable statistics and were studying alternative methods for that purpose.

15. In reply to the question raised about paragraph 65, relating to the conditions for family reunification of migrant workers, she explained that only the members of the family of an alien already residing in Norway were authorized to immigrate into the country and that a residence permit was granted to them if they had adequate housing and subsistence.

16. With respect to the employment of women, in addition to the increase in the number of kindergartens (para. 44), a number of measures had been taken to make it easier for women to work: the period of pregnancy leave had been expanded to 18 weeks and could be shared between the parents; both parents of children under the age of 10 had the right to 10 days paid leave per year (20 days for single parents) when their children were ill; moreover, parents had recently been given the right to reduce their working hours. Women who held part-time jobs did so by choice, but there was also a slight trend towards a reduction in work hours for fathers of very small children. As to the larger salary increase in women's salaries as compared to men's, it should be noted that the collective salary agreements had for several years tended to favour lower-income groups, i.e., women in particular.

17. With regard to questions concerning paragraph 68, she pointed out that there was no minimum wage established by law in Norway, but the tariff agreements signed in most sectors contained relevant provisions. The fact that women's average hourly wage had increased more than men's reflected the increasing number of women taking up leading positions and performing skilled jobs.

18. As to paragraph 76, a member of the Working Group had asked for information about measures adopted to obtain more male teachers. For several years preferential treatment had been given to men in admission to teacher training colleges, and positive results had been obtained, although men were still greatly underrepresented in that sector.

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19. With respect to the length of the work week and paid holidays, the work week did not exceed 40 hours in Norway (38 hours for night or day shift work and 36 hours for those on continuous shifts and for minors). In accordance with tariff agreements, most people worked five days per week; the holidays mentioned in paragraphs 79 and 80 were based on a six-day week, so that the annual holidays were four weeks plus one day and five weeks plus one day, respectively.

20. As to co-determination at the work place and the role of labour organizations, the basic agreement concluded between the Norwegian Federation of Trade Unions and the Norwegian Employers' Association for 1982-1985 contained provisions establishing a positive and trustful relationship between the enterprise and the employees. Under that agreement, employees who were members of a trade union were entitled to elect shop-stewards, whose functions included ensuring that agreements, statutory provisions and regulations were complied with in the enterprise and resolving grievances which might arise between the latter and the employees. Management was obliged to give shop-stewards information on matters of significance for the operation of the business and working conditions, and to consult with them before taking any decision thereon. Moreover, the Working Environment Act of 1977 provided for the establishment of formal bodies through which the employees could exercise influence over their working conditions. Finally, the Joint Stock Companies Act of 1976 granted employees the right, under certain conditions, to be represented on the governing bodies of that type of enterprise.

21. As to the questions raised concerning paragraph 88, the right to strike was in principle guaranteed in Norway; certain restrictions were applied to the police, national defence and civil service sectors. The Government believed that workers' and employers' organizations were responsible for bringing about collective wage agreements and for keeping the peace. The authorities intervened only in particularly serious disputes. A strike could not be prohibited except by special legislation in each individual case. In 1981-1982, a total of 29 work stoppages lasting more than one day had been registered. Those events had affected 28,875 wage earners and had resulted in a loss of 309,440 working days.

22. As for the role played by trade unions in the legislative process, particular mention should be made of the fact that they were often represented in committees set up to introduce bills or revise legislation and that they were asked to express their views during the consultations held before a bill was submitted to Parliament.

23. Referring to the implementation of article 9 and, in particular, the questions on paragraph 96 of the report, she said that women insured under social security who had been working for 6 out of the 10 months preceding their confinement were entitled to maternity benefits for 90 days at the same daily rate as for sickness. She added that persons who adopted a child of less than one year were entitled to adoption leave.

24. Referring to paragraph 111, she pointed out that social security benefits, except for family allowances, lump-sum grants and benefits in kind, were taxable. Special deductions were provided, however, for the recipients of certain categories of pensions (old-age, disability, etc.). Family allowances (para. 112) were paid for all children residing in Norway, regardless of their parents' income.

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25. In reply to the question concerning machinery for preventing any discrimination against women in employment, she said that the Equal Status Act of 1978 provided for the establishment of a post of ombudsman, or commissioner, to whom complaints could be submitted in cases of discrimination of that sort.

26. Ms. Danielsen (Norway) withdrew.

27. The CHAIRMAN said that the Working Group had concluded its consideration of the report of Norway.

Report of Cyprus (E/1984/7/Add.13)

28. At the invitation of the Chairman, Mrs. Kozakou-Marcoullis (Cyprus) took a place at the table.

29. Mrs. KOZAKOU-MARCOULLIS (Cyprus), in reply to the questions raised by the experts concerning the second periodic report of Cyprus, pointed out that women currently represented 36.3 per cent of the economically active population (as compared with 33.1 per cent in 1981). There was a national committee for women, consisting of representatives of governmental and non-governmental organizations and responsible for suggesting measures for improving the status of women, bearing in mind inter alia the principles embodied in the Programme of Action for the Second Half of the United Nations Decade for Women. The Council of Ministers had established three special committees for the purpose, respectively, revising all legislative provisions which discriminated against women, revising obsolete provisions in family legislation and suggesting legislative measures for the protection of mothers and the promotion of the principle of equal remuneration for equal work. That Council had decided on the accession of Cyprus to the Convention on the Elimination of All Forms of Discrimination against Women. A special committee was studying the question of maternity leaves which were guaranteed in the private sector by collective agreements and, in the public sector, by administrative action. The expert from Tunisia had asked whether there was an organization specifically responsible for defending the interests of women. While there were several women's unions, no union was exclusively made up of women, but they represented about 34 per cent of the unionized labour force.

30. With regard to progress in the work of the high-level tripartite committee on minimum wage fixing, the committee had recently submitted a recommendation for an increase in minimum wages which had been accepted by the Government and would enter into force on 1 May 1984. The committee was also contemplating the possibility of extending coverage of the minimum wage to new categories of workers.

31. The pricing and salary policy pursued by the Cypriot Government was essentially deflationary. Although agreement could not be reached on the implementation of a mutually acceptable, rational and fair policy during the period of the third Economic Emergency Action Plan, all the parties concerned had recognized the dangers resulting from unjustifiable price rises and irrational demands for higher income. That awareness had yielded results. During the period

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of the Fourth Plan, additional efforts would be made to reach agreement on a pricing and income policy governed by certain principles: it must be widely accepted, fair and comprehensive; the annual income increments must be based on the rates of productivity growth and must be higher for the lowest-paid categories of workers; suitable machinery for monitoring the policy's implementation must be created without, however, undermining the principle of collective bargaining; priority must be given to the continuous improvement of productivity; the effectiveness of the existing market inspection system must be improved and existing arrangements for monitoring price changes strengthened; the list of goods subject to price control must be expanded; anti-monopoly legislation must be introduced in order to encourage competition and prevent prices from rising too high; price trends in the various sectors, especially those which had a direct impact on the retail price index, must be monitored.

32. The "job value" principle was used to determine wages within the framework of collective bargaining. The term indicated the value assigned to a job by the employer and the trade union; several factors, including supply and demand, comparability of jobs and national productivity increases helped to determine the level of the wage increases.

33. With regard to the system of binding arbitration, a neutral arbitrator was appointed by the Ministry of Labour and Social Insurance with the consent of both parties to the dispute (employers and trade unions); when both parties agreed to submit their dispute to arbitration, they undertook to accept the arbitrator's decision as binding and could not appeal against that decision.

34. Replying to a question raised by the expert from Spain, she said that the number of work accidents had remained virtually the same from 1978 (1,078) to 1983 (1,071), while the number of persons employed had risen every year.

35. The expert from Spain had also asked why so many changes had been made in the termination of employment legislation since 1967. Those changes had affected the provisions regulating redundancy payments, which had become impossible to implement because of the situation created by the Turkish invasion. As the situation had improved, however, efforts had been made first to restore, and then to improve, the rights and protection of employees in respect of termination of employment. Redundancy payments were not linked to unemployment: a worker who was dismissed in connection with staffing reductions was entitled to receive the payments, even if he found another job immediately. The wages used in calculating the amount of the redundancy payment had increased from 20 to 60 pounds as from December 1979, to 84 pounds as from October 1980 and to 118 pounds as from April 1983. In cases of arbitrary termination of employment, the employer was required to make the payment provided for by law but not to rehire the worker.

36. The courses offered under the industrial training system were open to both men and women and had been organized on the basis of industry's needs: thus, they were designed to promote more productive employment and to restore a balance between supply of and demand for labour by occupational category. The number of programmes

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for the construction industry had been significantly reduced following the recession in that sector, while the programmes in the tourism and clothing industries had been intensified to counteract the labour shortages in those sectors. The programmes were drawn up in consultation with the industries and trade unions concerned and on the basis of studies and statistics. Allowances were granted to employers who promoted industrial training programmes. The number of individuals who had completed industrial training courses during the period 1979-1981 had been 8,821 (compared to 4,168 during the period 1977-1978).

37. To date, the Higher Technical Institute had trained 396 engineers specializing in civil, electrical, mechanical and marine engineering. A new section had been established for the training of technicians in the repair of hospital and medical equipment. During the Third Plan, Cyprus' Productivity Centre had given special emphasis to the training and upgrading of managerial personnel in export marketing and production cost control. The Mediterranean Institute of Management had organized three post-graduate programmes which had been attended by 72 persons, 21 of them foreigners. The Hotel and Catering Institute had expanded its training activities: a total of 295 Cypriots had completed their training and obtained employment in tourist establishments, and the Institute had also introduced special programmes for foreign students. During the period 1979-1981, 866 apprentices had completed their training through the Apprenticeship Training Scheme, and 102 participants had graduated from the Centre for the Vocational Rehabilitation of the Disabled.

38. With regard to the achievements of the Emergency Economic Action Plans, the first two Plans had resulted in the reactivation of the Cypriot economy, which had come very close to complete collapse after the Turkish invasion, and the handling of the most pressing social problems - unemployment, poverty and the housing crisis - brought about by the displacement of 40 per cent of the whole population by Turkish forces. Cypriots who had emigrated because they had lost their homes and jobs had gradually returned to their country after 1976, as the social and economic situation improved and job opportunities increased. Remarkable progress had been made during the Third Emergency Plan: the economic growth rate had been satisfactory and had facilitated the maintenance of full employment and the improvement of the population's standard of living. Per capita income had surpassed the pre-invasion level. Health and education services had been substantially improved. The various allowances and services to refugees had played a decisive role in their reactivation. The economic difficulties which had arisen towards the end of the period covered by the Third Plan were mentioned in section I, paragraphs 22 to 27, of the report; paragraphs 30 to 34 provided an overview of the policies and targets established by the Government under the Fourth Plan, which was based on the principles of the mixed economy. Its implementation would depend on co-operation between the public sector and private enterprise and between trade unions and employers' organizations. The Government would intervene when private enterprise was hesitant to undertake the activities essential for attaining the Plan's targets and objectives.

39. The population of Cyprus, including Turkish Cypriots, had been estimated at 642,000 at the end of 1981; the population in the areas under government control

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had reached 521,000 in 1981 (compared to 515,000 in 1978). The demographic growth rate during the period 1979-1981 had been around 1.2 per cent per year and had substantially surpassed the anticipated rate (0.5 per cent); that was primarily due to the drastic reduction in emigration. Cyprus' third periodic report would give a full picture of the distribution of the gainfully employed population by sector of economic activity.

40. She thanked the Chairman and members of the Working Group for their constructive remarks and suggestions concerning the second periodic report of Cyprus. They would be communicated to the Cypriot authorities and taken into consideration when the third report was being prepared. All the questions which she had been unable to deal with at the current meeting would be answered at a later stage.

41. Mrs. Kozakou-Marcoullis (Cyprus) withdrew.

42. The CHAIRMAN announced that the Working Group had concluded its consideration of the second periodic report of Cyprus.

Report of Ecuador (continued) (E/1984/7/Add.12)

43. At the invitation of the Chairman, Mr. Albornoz (Ecuador) took a place at the table.

44. Mr. ALBORNOZ (Ecuador), replying to questions raised by the expert from Japan, said that every wage-earner had the right to a minimum wage in Ecuador. There was equal opportunity for promotion, which was usually based on such criteria as seniority and merit. The expert from the German Democratic Republic had asked for specifics about the minimum age for gainful employment. It should be pointed out that the Labour Code prohibited the employment of persons less than 14 years old. The work week was 36 hours for those less than 18 years old in order to enable them to pursue their studies if they so desired.

45. With respect to trade-union rights, the Political Constitution of Ecuador guaranteed workers the right to form trade-union associations without prior authorization. Those associations had legal status; they participated in negotiating collective agreements, intervened in labour disputes, settled, in accordance with their statutes, internal disputes and, where necessary, represented their members before tribunals or other courts. It was also the responsibility of trade unions to ensure that collective agreements were strictly respected by employers. In addition, workers participated on an equal footing with the representatives of employers and the Government in the work of the sectoral wage-fixing commissions. A trade union could be dissolved only by a majority decision of its members taken at a general meeting or in the case of legal liquidation of the enterprise. In Ecuador, there were about 3,000 trade unions, work councils and workers' associations grouped in three large national federations, which were consulted whenever the standing legislative commissions of the National Congress met to prepare new labour laws.

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46. The Constitution guaranteed workers the right to strike. A strike could be called if the Court of Conciliation and Arbitration or, in second instance, the Higher Court of Conciliation and Arbitration, failed to meet or rule, within the statutory time-limit, on the specific claims submitted by the workers, if the employer, after receiving such claims, failed to respond to them within the statutory time-limit or gave a negative response, or if the employer laid off one or more workers or terminated a contract. Only the works council or the trade union with the largest number of members in the establishment could call a strike. Strikers could remain at their place of work, and the employment of strike-breakers was prohibited. Once a lawful strike was over, all workers had to return to their jobs, which were guaranteed for a period of one year. In addition, they had the right to receive all of their pay, including wages for the duration of the strike. Nevertheless, that right could not be invoked in the case of a sympathy strike.

47. Several experts had requested statistics on the labour market and employment. It should be pointed out that during the period covered by the second periodic report, trade unions at enterprises had called four nation-wide strikes and several other strikes in Ecuador. Because of economic difficulties and natural disasters which the country had experienced, the real rate of unemployment was 8.7 per cent, while the underemployment rate had ranged between 10 and 12 per cent in 1983. The economically active population represented 40 per cent of the national population. That active population included 40 per cent of the urban women and 50 per cent of the rural women. In addition, agriculture employed 46 per cent of the population, industry 13 per cent, construction 10 per cent, the service sector 28 per cent and other sectors 3 per cent. In 1983, 24 per cent of the active population, or 8 per cent of the entire population, had been covered by the social security system. The minimum wage was applied to all wage-earners of the public and private sectors.

48. With respect to the status of foreigners, he said that aliens enjoyed all the rights guaranteed by law, except political rights. Foreign workers could not make up more than 20 per cent of the staff of an establishment. As to the volume of foreign investments and the conditions governing them Ecuador observed the obligations that it had undertaken as a party to the Agreement on Subregional Integration of the Andean Group.

49. Under the Labour Code, workers were entitled to a wage advance covering the annual period of their leave. In addition, they were paid for Saturdays, Sundays and public holidays. In the agricultural sector, the social security system paid registered farm workers and all members of their families benefits covering medical and dental care and maternity costs. A head of household could also receive benefits for total and permanent disability and old-age pensions (from age 60), in an amount equivalent to 75 per cent of the minimum wage if the insured had paid contributions for 12 months. The social security system in the agricultural sector, which had formerly covered 263 rural organizations representing more than 20,000 families, had recently been extended to 22 new organizations representing more than 2,000 families. By 1981, 108,522 people had been registered in that system; the figure was currently estimated at about 200,000.

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50. With regard to guarantees available to women, by virtue of a special decree promulgated by the House of Representatives, the common-law wife of a worker enjoyed the same rights as a married woman on the death of her husband. If a woman had lived under the same roof with her common-law husband for the five years preceding his death or if they had children as a result of their union, she was entitled to a pension equivalent to that paid to a widow.

51. With respect to coverage for risks, the social security system paid benefits for medical, surgical, dental, pharmaceutical and hospital care. In addition, it covered maternity care during pregnancy, confinement and the post-natal period. In order to be eligible for benefits during the two weeks before and the six weeks after confinement, a woman had to take maternity leave, which had to be duly certified by a doctor of the Ecuadorian Social Security Institute. Those benefits amounted to 75 per cent of the average wage for the last three months before the first day of maternity leave and were granted to insured women who had made social security contributions for six months during the year preceding confinement. She received a layette allowance, and medical care was free for the child during its first year.

52. Mrs. JIMENEZ BUTRAGUEÑO (Spain) asked whether the age of majority was 18 years or 21 years in Ecuador. She also wished to know what provisions governed cases in which a worker was divorced or separated and lived with another woman: were pension rights shared between the two women on a pro rata basis depending on duration of marriage or concubinage? Did the first woman have the right to a pension or was that paid only to the second?

53. Mr. ALBORNOZ (Ecuador) said that the age of majority was 18 years. With respect to the second question raised by the expert from Spain, there was no legislation covering such cases. Nevertheless, the children of a common-law marriage were fully protected by law. If there were no children, a declaration by the insured person constituted proof of his family situation. If the deceased had had several common-law wives, none would be eligible for a pension. Only the wife of the worker covered, not his common-law wife, received a pension under the conditions established for widows in the relevant legislation.

54. Mr. Albornoz (Ecuador) withdrew.

55. The CHAIRMAN said that the Working Group had concluded its consideration of the report of Ecuador.

CONSIDERATION OF REPORTS SUBMITTED IN ACCORDANCE WITH COUNCIL RESOLUTION 1988 (LX)
BY STATES PARTIES TO THE COVENANT CONCERNING RIGHTS COVERED BY ARTICLES 13 TO 15
(continued)

Report of Guyana (continued) (E/1982/3/Add.5)

56. At the invitation of the Chairman, Mr. Karran (Guyana) took a place at the table.

57. Mr. KARRAN (Guyana), replying to the questions asked by the experts from Spain and France regarding article 15, said that Guyana had a population of approximately 800,000 composed of six ethnic groups (Amerindians, Africans, Indians, Chinese, Portuguese and Mixed). The State respected the cultures and religions of those ethnic groups and sought to draw on them to develop a national culture. The urban population benefited more than the rural population from the activities of the Ministry of Education and Culture and the Ministry of Information because of transportation difficulties which the Government was seeking to resolve.

58. Answering a question by the expert from Japan, he said that the United Kingdom, Canada, the United States and the European Economic Community provided scholarships and other forms of educational assistance to Guyana. There were Guyanese students studying abroad, especially in Cuba, India, the German Democratic Republic, the USSR and Poland. Guyana had also signed cultural agreements with Brazil, Suriname and Venezuela, as well as with Cuba, the German Democratic Republic, Yugoslavia, the Democratic People's Republic of Korea, China and the USSR.

59. As the expert from France had validly observed, the law referred to in the section entitled "Protection of moral and material interests of authors" (sect. C of the paper supplementing document E/1982/3/Add.5) had no direct bearing on the right covered by article 15. The Guyanese laws that should have been mentioned by connection were the Copyright Act, the Trade Marks Act and the Patent and Designs Act, which guaranteed the protection envisaged in the Covenant.

60. As to the questions about article 13 asked by the expert from Spain, the demographic data requested would be submitted later. With regard to the pupil/teacher ratio in schools at the various levels, detailed statistics were contained in the tables which had been distributed to the members of the Working Group. The tables also showed that the number of teachers who had taken education courses had steadily increased, which testified to his Government's efforts to improve the quality of teaching. There were none the less still a large number of untrained teachers. The profession was open equally to men and to women. In nursery schools, however, 90 per cent of the teachers were women.

61. The University of Guyana, the only university in the country, was patterned after the United Kingdom universities and was divided into faculties, departments and institutes. Courses were offered in agriculture, the arts, the natural sciences, the social sciences and education. Students were admitted by entrance examination, and tuition was free. He regretted not having statistics on the percentage of women faculty members, but such information could be provided later.

62. The experts from France and Japan had sought clarification on the three categories of secondary schools mentioned in paragraph 5 of the report. Children entered elementary school at the age of five. At the age of 11 they took a secondary school entrance examination and, on the basis of their performance, were allocated places in the three categories of secondary schools. Those with the highest scores were admitted to the general secondary schools (multilateral type), which were the top schools mentioned in paragraph 51 of the report. Those with

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second-level scores were assigned to the secondary departments of primary schools. Those with the lowest scores were sent to community high schools. The latter pupils followed the same curriculum as in the other types of secondary schools but the methods of teaching were geared to their level and gave slow starters a chance to move on to a higher level of education later. All children were thus given an opportunity to develop their aptitudes to the full. Parents could choose the schools to which they wished to send their children, but admission depended on the results of the entrance examination.

63. Several experts had asked if the metric system had in fact been put into effect. The phasing in of the metric system had begun in 1982. The changes were reflected in mathematics textbooks and in continuing education courses.

64. The expert from the German Democratic Republic had asked what had been done to encourage parents to send their children to school. The parent-teacher associations had taken it upon themselves to point out to parents the benefits their children could derive from education. One of the problems in Guyana was to establish and adequately staff schools in the not very accessible hinterland. Qualified teachers originally from such regions were encouraged to return there to teach.

65. The expert from Japan would find the information he had sought regarding education expenditure in the tables distributed to the members of the Working Group. Table 1 gave expenditure on education as a percentage of total public expenditure and gross national product between 1976 and 1982. Despite the difficulties caused by the economic crisis, the level of resources allocated to education had been maintained. Table 2 indicated expenditure per student at the various levels of education.

66. Replying to a question raised by the Chairman, speaking as the expert from Denmark, on the conditions of employment for teachers and the difference between the two trade unions mentioned in the report, he explained that the Guyana Teachers' Association (GTA) represented elementary and nursery schoolteachers, while the Association of Masters and Mistresses (AMM) was the union of the secondary schoolteachers. There was also a university trade union, the University of Guyana Staff Association (UGSA). Those unions took an active part in planning education, developing curricula and deciding on the allocation of funds.

67. The retirement age for teachers was 55. Their pension scheme harked back to the British system. The social security scheme was a different, more recent system, and they became eligible for benefits at the age of 60. A teacher who retired at 55 was no longer required to make social security contributions, and, if he had contributed for a certain number of years, he could begin to receive benefits at that age. Otherwise he received social security benefits over and above his pension at the age of 60. It should be noted, in connection with the provision entitling a teacher to one month of annual leave after five years of teaching, that teachers did not hold classes during the school holidays (four weeks in December, three weeks at Easter and two months in summer).

68. Mr. Karran (Guyana) withdrew.

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69. The CHAIRMAN said that the Working Group had concluded its consideration of the report of Guyana and of the reports introduced at its current session. He would take it, if he heard no objection, that the Working Group wished to postpone its consideration of the following reports until the next session: the report of Portugal concerning rights covered by articles 10 to 12 (E/1980/6/Add.35 and Corr. 1), the reports of Iraq and Portugal concerning rights covered by articles 13 to 15 (E/1982/3/Add.26 and E/1982/3/Add.27), the initial reports of Mexico and Iraq and the second periodic report of the German Democratic Republic concerning rights covered by articles 6 to 9 (E/1984/6/Add.2, E/1984/6/Add.3, E/1984/7/Add.3).

70. It was so decided.

The meeting rose at 6.15 p.m.