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IMPLEMENTATION OF THE DECLARATION ON THE ELIMINATION OF
DISCRIMINATION AGAINST WOMEN

Report of the Secretary-General

Addendum

Note. All the replies received up to 10 January 1970 in connexion with the implementation of the Declaration on the Elimination of Discrimination against Women are reproduced, for the most part in full, in the present document.

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I. REPLIES OF GOVERNMENTS OF MEMBER STATES

AFGHANISTAN

Original: English

12 December 1968

The text of the Declaration is being translated into the two official languages of the country. Distribution of the text is also planned upon completion of the translation.

The principles of the Declaration have been taken fully into consideration by the new Constitution as well as by the new electoral law. Men and women have the right to participate on an equal basis in all civic and political activities.

ARGENTINA

[Original: Spanish]

4 October 1968

All the national newspapers, women's magazines and radio and television programmes specifically concerned with women gave wide publicity to the principles set forth in the Declaration. On the official level, the Women's Department of the Ministry of Labour devoted several of its weekly radio programmes to commentaries on the substance of the various articles and wide publicity was given to the text of the Declaration through its bi-monthly bulletin which has a run of 5,000 copies and is distributed to trade unions, non-governmental organizations, rural missions and rural home economics schools and vocational and technical schools in almost every part of the country.

With regard to the principle contained in article 6 of the Declaration, it may be noted that, as of 1 July 1968, when the reforms introduced in the Civil Code by Act No. 17.711 of 22 April 1968 came into force, one of the last remaining forms of legal discrimination, which only affected married women, ceased to exist.

Act No. 17.711 ended this discrimination by providing that all women of legal age shall have full legal capacity irrespective of their status. The revised text of article 1276 of the Civil Code, which is designed to place men and women on the same footing during marriage as regards the administration of their own property and the property acquired during the marriage, provides that "both spouses shall freely administer their own property and property acquired by their own work or any other legitimate means, (...) when the origin of the property cannot be established or the evidence is doubtful, the husband shall be responsible for administration and disposal (....). Neither spouse may administer those portions of his/her own property or property acquired during the marriage which the other spouse has been authorized to administer, without the latter's express or tacit consent.

With regard to the disposal of communal property, new article 1277 of the Civil Code provides that the consent of both spouses is required for the disposal or encumbering of property acquired during the marriage. In order to safeguard the interests of the family, this article subsequently provides that the consent of both the spouses is also required to dispose of immovable property belonging to one of them which serves as the family dwelling if there are children who are under age or who lack legal capacity. Even after dissolution of the marriage this provision continues to apply to personal property or to property acquired during the marriage. The court may authorize the disposal of property if it is not indispensable and provided that this is not prejudicial to the interests of the family.

AUSTRALIA

Original: English

27 September 1968

The text of the Declaration was transmitted to the appropriate Commonwealth authorities and the Australian States; it was also published in the January 1968 issue of the Department of External Affairs publication "Current Notes on International Affairs" (distribution, over 10,000 copies), together with the statement made by the Australian representative at the twenty-second session of the General Assembly.

It is considered that most of the rights covered in the Declaration are already extended to women in Australia.

In connexion with article 8, it may be noted that the Australian Government has decided to sign the Convention for the Suppression of the Traffic in Persons and of the Exploitation of Prostitution of Others and to pass State legislation, which will be necessary to enable Australia to fulfil its obligations under the Convention.

AUSTRIA

/Original: German/

14 September 1968

The German text of the Declaration has been forwarded to the authorities responsible for public education which have made the Declaration available to all educational institutions concerned, whose teaching staff have been requested to take account of it in preparing their curricula. Moreover, the Declaration is being published in the Bulletin of the Ministry for Public Education.

In addition, the Declaration has been made available by means of articles and lectures to various women's associations, among others to the Women's Section of the Austrian League of the United Nations, which includes more than twenty political and non-political women's associations of Austria. Furthermore, the Declaration has been published in the Austrian periodical Die Vereinten Nationen.

The Austrian Federal Constitution guarantees the observance of the principle of equality by ensuring to women equal rights with men and prohibiting unfounded discrimination against women.

The Austrian Constitutional Court provides for and sees to the implementation upon individual complaint of this principle, in particular of individual rights resulting from the Constitution.

It should, furthermore, be noted that Austria is a party to the European Convention for the Protection of Human Rights and Fundamental Freedoms, which provides in article 14 the prohibition of discrimination with regard to the rights and liberties contained in the Convention. The provisions of this Convention are on the same level as the Austrian Federal Constitution. Austria has furthermore recognized, according to article 25 and article 46 of the European Convention for the Protection of Human Rights and Fundamental Freedoms, the competence of the European Court of Human Rights and the European Commission of Human Rights for individual complaints. By this means Austria has agreed to an effective international control exercised by the European Commission of Human Rights and the European Court of Human Rights.

BELGIUM

/Original: French/
13 March 1969

Article 10

Belgian legislation governing pensions for self-employed workers contains certain differences between the regime applicable to men and that applicable to women.

Pensionable age

As in most pension schemes, the normal pensionable age for the self-employed is sixty-five years for men and sixty for women.

Pension rates and survivor's pension

The pension rate is the same for single men and women. However, a husband may receive a so-called "family pension", higher than the pension for a single person, when the spouse does not receive a pension in her own right, but not vice versa. On the other hand, only the wife may receive a survivor's pension on the death of her self-employed husband, provided that she is at least forty-five years of age or is raising a child for whom she receives a family allowance. Furthermore, the widow of a self-employed worker may receive a temporary adaptation allowance, whereas the widower of a self-employed woman may not.

Women are guaranteed almost all the rights set forth in article 10 of the Declaration.

Measures which have been taken recently include, in particular, articles 8 and 14 of Royal Order No.40 of 24 October 1967 on the employment of women.

Section 8 is designed to ensure security of tenure during pregnancy and maternity leave for women employees. Thus, the employer of a pregnant woman employee may not take any action capable of unilaterally terminating the employer-employee relationship as from the date on which he is informed by medical certificate of the pregnancy until the end of the month following post-natal maternity leave, except for reasons unconnected with the woman's physical condition resulting from the pregnancy or confinement.

The burden of proof relating to the above reasons rests with the employer.

Section 14 provides that, under article 119 of the Treaty establishing the European Economic Community, any female employee is entitled to institute legal proceedings in the competent court to demand application of the principle of equal pay for equal work whether performed by male or female employees.

In April 1967, the Minister of Employment and Labour introduced in the Chamber of Representatives a bill to amend the legislation governing contracts of employment. Article 5 of the bill rendered null and void the provisions to the effect that the marriage of a worker or attainment of the legal or traditional pensionable age terminate the contract. However, the bill lapsed on the dissolution of parliament, but was recently reintroduced.

No measures within the competence of the Ministry of Social Security were adopted during the year 1968 in implementation of the Declaration.

However, it should be noted that there is no real wilful discrimination against females in the matter of social security benefits.

In certain matters, there is still a difference sometimes in the amount of the benefits, which is due to the difference in the rates of remuneration on which the benefits are directly or indirectly based.

To complete the picture, it should be pointed out that in the case of sickness and disability insurance there is still one peculiarity which there are no plans to rectify in the immediate future. Article 229, 1, of the Royal Order of 4 November 1963 giving effect to the Act of 9 August 1963, which introduced and organized a compulsory sickness and disability insurance scheme, provides that, when several persons eligible for benefits under article 21 or 22 of the Act of 9 August 1963 live under the same roof and jointly run the household, the unpaid wife or housekeeper may never be considered to have dependants.

BULGARIA

Original: English

3 October 1969

Publicity

The adoption of the Declaration was published in the Bulgarian press.

Article 2(a)

In the People's Republic of Bulgaria equal political, economic and other rights have been secured for citizens of both sexes.

In 1947 the equality of the Bulgarian woman was also guaranteed by the Constitution, which contains a special text on woman's equality, on the protection of woman's labour and mothers and children. Article 72 reads: "Woman is equal to man in all fields of state, private, economic, social, cultural and political life".

Article 2(b)

The Bulgarian Government has ratified almost all conventions referring to women's rights and to their special protection such as: the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, the Convention on the Political Rights of Women, the Convention on the Nationality of Married Women, the Convention on the Elimination of all Forms of Racial Discrimination, the Convention against Discrimination in Education, and a number of ILO conventions (45, 100, 111). Their principles are embodied in the national legislation and are implemented.

Article 4

In examining woman's legislative protection in Bulgaria it must be noted in the first place that the Bulgarian woman enjoys full political rights. Article 3 of the Constitution legalizes woman's participation in the country's political life: "Electors and elected can be all citizens of the People's Republic of Bulgaria, regardless of sex... who have completed 18 years of age...". On the basis of this text, the Bulgarian woman elects and is elected to all organs of state power and administration. Women take an active part in the country's government, irrespective of their nationality, race, religion, education, vocation, social status and property status.

Article 5

According to the Law on Bulgarian Citizenship (art. 4) a marriage concluded by a Bulgarian citizen with a foreign citizen does not change the citizenship of the Bulgarian citizen and does not give Bulgarian citizenship to the foreign citizen.

Article 6

The following major principles in connection with the conclusion of a marriage and its effects have been established in our laws:

(a) The law recognizes as valid only a civil marriage concluded before the civil status official (art. 2 of the Family Code);

(b) Marriage is concluded with the mutual consent of man and woman;

(c) The legal capacity to conclude a marriage has been determined equally for men and women. The minimum age is 18.

(d) After concluding the marriage, each one of the spouses can retain his or her former family name or adopt the family name of the other spouse, or add the family name of his or her spouse to his or her own family name;

(e) The Family Code proclaims a spouse's full liberty in the choosing of his or her profession;

(f) The Family Code stipulates (art. 11, al. 11) that the spouses live together, except when important reasons impose their living apart. The domicile of the spouses should be determined by their common consent on the basis of equality, the respect and interest of each one of them and the welfare of the whole family;

(g) The Family Code (art. 12) imposes on spouses the joint obligation, in accordance with their possibilities, property and income, to secure the family's welfare and take care of the bringing up, education and maintenance of the children.

(h) The new Family Code of March 1968 has recognized as the statutory matrimonial régime, the system of community of property between the spouses. According to that system, each spouse personally owns all property acquired by him (or her) before marriage, all property acquired by him (or her) during the marriage by inheritance or by donation or for personal or professional needs, and his (or her) salaries and bank deposits. The rest is common property. Both spouses have equal rights to use, possess and dispose of all common property. However, the disposal of the family dwelling requires the consent of both spouses, or the Court's authorization.

Articles 7 and 8

In the same Penal Code of 1968 there are a number of stipulations which in an explicit way protect woman. A special chapter is devoted to marriage, the family and youth. In the first place, the sexual inviolability of a maiden and woman is put under protection, their independence in solving the questions of love and marriage, their honour and dignity. This is of particularly great importance in Bulgaria as regards maidens and women belonging to the national minorities, who often fell prey to outdated customs and religious traditions, to the all-powerful might of the father which was sanctioned by these traditions.

Now the law punishes not only him who abducts a person of the female sex for the purpose of forcing her to enter into marriage, but also the parent who receives a purchase price to allow his daughter or relative to conclude a marriage. Punishable is also he who abuses his parental rights and coerces his child who is under 16 years of age to live as husband or wife with another person. Punishable by imprisonment of up to two years is also he who, without concluding a marriage, starts living a marital life with a person of the female sex under the age of 16, and when the act is committed with a person under 14, the punishment is from two to five years' imprisonment. Thus the law aims at defending girls against early marriages, which are not normal phenomena and are not lasting and which in most cases cripple not only the woman's intellectual but also her psycho-physical development. Punishable is also the hiding of the hindrances enumerated in the law to the conclusion of a marriage, the forcing of someone to conclude a marriage, polygamy, concubinate, and the abandonment of the family without care and maintenance. Punishable is also the abetment to crimes, prostitution and beggary. Hard punishments have also been provided in the section against debauchery for fornication, especially when it is performed with minors or persons who have not yet come of age. The pregnant woman is placed under special protection. Murder and physical injury of a pregnant woman is an aggravating circumstance. Penal protection of a maiden and woman has thus been secured not only in her life and bodily inviolability, not only with respect to her morals and dignity, but also with respect to her proper development and the development of her future child.

Article 9

In the field of education Bulgarian girls and women have also equal rights with men both with respect to the possibilities of getting an education, access to all special departments and with respect to the possibilities of getting a further qualification and vocational education. The granting of scholarships does not depend upon sex, but is solely a matter of performance and lack of means. Most of our students get scholarships. The study and educational programmes at the higher educational establishments are uniform and no difference exists in the teaching of boys and girls.

Article 10

The labour rights of Bulgarian woman were made equal to the labour rights of man as early as October 1944, with the promulgation of the decree-law which equalized the rights of the two sexes. Subsequently all gains were consolidated with the Constitution of the People's Republic of Bulgaria and with the new labour legislation, mainly with the Labour Code.

In labour relations three elements are characteristic of the situation of the Bulgarian woman: accessibility to all professions and jobs, lack of discrimination in labour payment and special protection of mothers.

This equality is implemented by securing for the woman, on an equal footing with man, the right to work, to equal pay for equal work, the right to a paid holiday, to social security, to a pension and to education.

Article 10, 1(a)

A list of professions are forbidden to women in view of the fact that they are harmful to their health. They include those in the mining industry, the metallurgical industry, the obtention of non-ferrous metals, the cleaning of gas pipe-lines etc, the leather industry (in the boiling and tanning shops), the polygraphic industry. There is another list, according to which enterprises are held bound to appoint mainly women.

Article 10, 1(c)

The Bulgarian woman enjoys a number of privileges in the field of pensions. According to the Pensions Law, in all three categories of work under which the right to a pension is acquired for retirement and old age, conditions are more favourable for women. In certain categories of work the minimum age for the pensioning of a woman is 45 years (for men it is 50). In others, women are entitled to retire with pension at 50 and 55 years of age, after 20 years of service, while men may do so at 55 and 60 after 20 and 25 years of service. In addition, the Pension Law, in article 4, provides that mothers who have given birth to and brought up five and more children up to the age of 8 years are entitled to retire with pension at 40 and 45 years of age after 15 years of service. Also the widow, who after her husband's death assumes responsibility for raising the children, has the possibility to get a survivor's pension (even if she is under 45) if she does not work but takes care of the children, brothers or sisters of the deceased pensioners who are below 16 years of age.

Article 10, 1(d)

As from 1 January 1969 the family allowances which are payable irrespective of the mother's income were increased: for a first child, 5 leva; for a second, 15 leva; and for a third, 35 leva. Fees at children's establishments for parents with three and more children are reduced 30 per cent, and families having many children enjoy a number of privileges in getting a dwelling, getting a job, getting a loan for the construction of a house, getting scholarships, admission to children's establishments, etc. The state helps also single mothers, because the laws make no difference between children born in wedlock and out of wedlock.

Article 10, 2

The Labour Code forbids the dismissal of women workers and employees after 4 months of their pregnancy.

The Labour Code forbids enterprises, institutions and organizations to refuse the conclusion of a labour contract due to the fact that the person wishing to start working is a pregnant woman. The violation of this legal stipulation is punishable. This rule is valid only if it is a question of a vacant job where woman's labour is not forbidden.

The labour laws secure for the woman special leave for pregnancy and childbirth, besides her regular and supplementary annual paid leave. The expectant mother is entitled to pregnancy and childbirth leave of 120 days for a first child, of 150 days for a second child and of 180 calendar days for a third child, 45 days of this leave being given prior to the birth of the child, and the rest after its birth. Such leave is also given to a woman who has adopted a child immediately after its birth until the first child becomes 75 days of age, the second 105 days and the third 135 days of age.

A mother who has a child, including an adoptive mother, is besides entitled to unpaid leave of 8 months for a first child, 9 months for two children, 12 months for a third child and 3 months each for four and more children. Moreover, a mother is entitled to 2 hours paid leave every day for suckling the child.

Mothers also receive single aid payments for childbirth for a first child, 20 leva; for a second, 200 leva; and for a third, 500 leva.

Mothers enjoy special protection in labour. The state devotes special care to mothers and children by founding maternity homes, kindergartens and dispensaries, by securing paid leave for the woman before and after childbirth and by enabling her to use free medical and obstetric assistance. Mothers, until their child becomes 3 years old, have the privilege to take their paid leave in the summer.

Article 10, 3

The laws have established definite norms for the transport and movement of weights by women workers, and prohibit the performance of overtime and night work by pregnant women after the fourth month of their pregnancy and until the child reaches the age of 10 months. Pregnant women after the fourth month of their pregnancy, who are doing hard work, are transferred to lighter work without a decrease in their pay.

BURMA

[Original: English]

27 August 1969.

By centuries-old customary and traditional practices, sanctioned by Buddhist Dhammathat law, and reinforced by more recent statutory legislation, women in Burma have full equality of rights with men in social, religious, educational, economic and political activities without any discrimination under law or in fact. These rights which Burmese women already enjoy conform to the principles contained in the Declaration of the Elimination of Discrimination against Women, and the Government of Burma, therefore, has not found it necessary to enact, amend or revise legislation to give effect to these principles, nor is it considered necessary, in view of the fact that Burmese women have for generations been aware of their rights and enjoyed them, to publicise the principles contained in the Declaration.

BURUNDI

[Original: French]

16 October 1968

Article 2

Since 1967, women in Burundi have participated freely on the same footing as men in all the political, economic, social and cultural activities of the country. There is virtually no more discrimination against women.

Article 4

Since 1967 women have had the same political rights as men.

Article 6

In the laws and practice of Burundi, marriage is entered into with the free consent of the man and the woman and the bride-price, which used to be regarded as an exchange of goods, has now become a symbol of friendship between two families.

Monogamous marriage is recognized as the only legal form, which means that polygamy is abolished.

Although the principle of equality between spouses is respected, women in Burundi have not yet acquired the right to choose their employment or profession without requesting the husband's consent.

Article 9

To improve the situation as regard female illiteracy, a campaign has already been started, thanks to the Ministry of Social Affairs which has set up a department for the advancement of women, with a woman in charge.

Rural action centres have also been set up, in which Burundi women are taught some elementary principles of hygiene and housekeeping and in which others learn to read and write.

A certain level of education is necessary for the complete emancipation of women, especially their participation in skilled work and their promotion to responsible posts.

The literacy problem is an important one which the Government is trying to solve. It has already sent some Burundi nationals abroad for specialized training in that subject.

The Government has provided considerable assistance to mother and child welfare campaigns.

Pre-natal and infant consultations are free. Maternity leave is paid. Women workers who breast-feed their children are allowed one hour's rest per day, which counts as an hour's working time; it is hoped, however, to make continuing improvements.

CAMBODIA

[Original: French]

With respect to the principles set forth in certain articles of the Declaration, the position is as follows:

Article 4

On a proposal by the Prince, Head of State, the National Congress decided unanimously on 25 September 1955 that "women shall have the right to vote and to be elected". This decision was the subject of an Act, adopted on 6 December 1955 by the National Assembly and promulgated by Decree (Kram) No. 65-NS of 14 January 1956, which amended articles 48 and 49 of the Constitution. Consequently the text of the two new articles is as follows:

"Every Cambodian citizen of either sex who has attained the age of twenty years, provided that he or she has not suffered deprivation of civil rights, and fulfils the requirements of the electoral law, shall be an elector." (art.49).

"Electors of either sex who are not under the age of twenty-five years shall be eligible for election. The electoral law shall prescribe cases of ineligibility." (art.50).

In giving women the right and the means of access to all posts in the administration of the Kingdom, the Sangkum Reastr Niyam (Popular Socialist Community movement) has accomplished a genuine social revolution. Today women are occupying posts at all levels of the national and provincial governments, and no-one disputes their right to do so.

Article 9

The recent campaign for making the whole population literate mainly affected women between thirty and fifty who derived least benefit from the spread of education during the last ten years.

The extraordinary expansion of education since 1955, under the patronage of Prince Norodom Sihanouk, Head of State, resulted in a considerable increase in school enrolment of girls.

In the school year 1967/68, 403,896 girls are attending school, whereas in 1945 the number was not more than 5,400.

Article 10

The establishment of State industries, the modernization of private factories, and the development of agricultural industries have opened up new employment opportunities for women.

At present the large-scale industrial enterprises employ about a thousand skilled women workers, 90 per cent of whom are in textile mills. This figure does not include women working in small-scale semi-industrial factories. The results of the population census of 1962 show that 27,000 women have made this a major activity directly linked with industry and handicrafts.

CAMEROON

[Original: French]

18 September 1968

Article 8

The legislative provisions suppressing traffic in women and exploitation of the prostitution of others appear in articles 293, 294, 342, 343, 344, and 345 of the Federal Penal Code of Cameroon.

These various articles relate to slavery, procurement, the corruption of minors and moral danger.

Article 293 and 294 relate to traffic in persons and prostitution, while articles 342-345 guarantee the protection of young people by increasing the penalties for procurement and for subjecting to slavery a person under the age of eighteen years.

These provisions read as follows:

"Article 293. Slavery

(1) Any person who
(a) Reduces a person to slavery or keeps him in slavery;
(b) Engages in any traffic in persons, habitually or otherwise;
shall be liable to imprisonment for a term of not less than ten years and not more than twenty years.

"(2) Any person who gives or receives another in bondage shall be liable to imprisonment for a term of not less than one year and not more than five years and to a fine of not less than 10,000 francs and not more than 1 million francs. The court may also order the forfeitures of rights provided for in article 30^{1/} of this Code.

1/ The forfeitures of rights provided for in article 30 comprise:

1. Dismissal and exclusion from all public office, service or duty;
2. Deprivation of the right to serve on a jury, to be an assistant judge, an expert or a sworn expert;
3. Deprivation of the right to be a guardian, curator, deputy guardian or administrator, except of his own children, or a member of a board of guardians;
4. Deprivation of the right to wear any decoration;
5. Deprivation of the right to serve in the armed forces;
6. Deprivation of the right to operate a school or even teach in an educational establishment and, generally, to discharge functions connected with the education and care of children.

"Article 342. Aggravated slavery and bondage.

"When the victim is under the age of eighteen years:

"(a) The penalty [for a crime as defined in article 293] shall be a term of imprisonment of not less than fifteen and not more than twenty years;

"(b) The penalty [for an offence as defined in article 293 (2)] shall be a term of imprisonment of not less than five years and not more than ten years and a fine of not less than 50,000 francs and not more than 1 million francs, and the forfeitures of rights provided for in article 30 of this Code may be ordered.

"Article 294. Procurement

(1) Any person who instigates, assists in, or facilitates the prostitution of another or who shares the proceeds of prostitution, habitually or otherwise, or is habitually subsidized by a person engaged in prostitution shall be liable to imprisonment for a term of not less than six months and not more than three years and to a fine of not less than 10,000 francs and not more than 1 million francs.

"This paragraph shall not, however, apply to any person who, by reason of his age or disability, is entitled to claim maintenance from that person.

"2. Any person living with a prostitute who cannot prove he has sufficient resources to support himself shall be presumed to be habitually subsidized.

"3. The penalties shall be doubled if the offence is accompanied by force or fraud or if the offender is armed or is the proprietor, manager or supervisor of an establishment in which prostitution is practised.

"4. The court may order the forfeitures of rights provided for in article 30 of this Code and deprive the sentenced offender of any guardianship or trusteeship during the same period; it may also deprive him during the same period of the custody, even customary, of any person under the age of twenty-one.

"5. The court may also, in the case provided for in paragraph 3, order the closing of the establishment in question, even if it is used for any other purpose.

"6. For the purposes of this article, the prostitute shall not be deemed an accomplice.

1/ The forfeitures of rights provided for in article 30 comprise:

1. Dismissal and exclusion from all public office, service or duty;
2. Deprivation of the right to serve on a jury, to be an assistant judge, an expert or a sworn expert;
3. Deprivation of the right to be a guardian, curator, deputy guardian or administrator, except of his own children, or a member of a board of guardians;
4. Deprivation of the right to wear any decoration;
5. Deprivation of the right to serve in the armed forces;
6. Deprivation of the right to operate a school or even teach in an educational establishment, and, generally, to discharge functions connected with the education and care of children.

"Article 343. Aggravated procurement

"If the offence referred to in article 294 of this Code has been committed to the prejudice of a person under the age of eighteen years, the penalties prescribed in the said article shall be doubled but shall not exceed ten years' imprisonment.

"Article 344. Corruption of minors

"1. Any person who, to gratify the passion of another, habitually induces, encourages or facilitates the debauchery or corruption of a person under the age of eighteen years shall be liable to one year to five years' imprisonment and to a fine of 20,000 to 1 million francs.

"2. The court may also order the forfeitures of rights provided for in article 30 of this Code and deprive the sentenced offender during the same period of paternal authority and of any guardianship or trusteeship.

Article 345. Moral danger

"Any person who, having legal or customary custody of a child under the age of eighteen years, allows him to reside or work in a house or establishment in which prostitution is practised or to work with a prostitute shall be liable to from fourteen days' to six months' imprisonment and to a fine of 10,000 to 100,000 francs."

CANADA

[Original: English]

10 September 1968

The Women's Bureau of the Department of Labour arranged for the printing of the Declaration in double-page form in the February 1968 English and French editions of the Department's official publication, "The Labour Gazette" (monthly distribution: 16,000 copies).

In addition, separate copies of the Declaration were printed in both languages and to date over 1,500 copies have been distributed to various organizations, groups and individual persons across Canada. Copies of the Declaration unfolded and suitable for framing were also made available to interested parties.

CENTRAL AFRICAN REPUBLIC

[Original: French]

4 December 1968

The following are among the major principles governing action by the Government of the Central African Republic for the advancement of women:

- (a) The active participation of Central African women in the political life of their country. They are eligible for and occupy responsible posts in the Party;
- (b) Equality of all citizens before the law and the courts;
- (c) Respect for women and solicitude for their advancement.

The national legislation is still being formulated.

Article 2

Under existing legislation, there is no discrimination against women.

Article 9

With regard to education, all schools are open to girls as well as to boys. If enrolment is lower for girls than for boys, the blame lies with the parents who have not yet realized the importance of training and education for their daughters.

Article 10

Article 96 of the Labour Code of the Central African Republic stipulates:

"Under equal conditions of work, vocational qualification and output, wages shall be equal for all workers irrespective of origin, sex or age, subject to the conditions laid down in this section,"

These principles are confirmed by the facts.

* * *

With regard to the legislation still being formulated, the Government of the Central African Republic is submitting draft legislation for study by the Executive Board of the Central African Women's Association, and has also invited a delegation of women to participate in the working meetings of the Legislative Commission.

CHILE

[Original: Spanish]
21 May 1969

The various information media in Chile have publicized this Declaration ever since its adoption in 1967 in commentaries and general references.

One of the most important steps taken to implement the principles of the Declaration was the promulgation of Supreme Decree No. 1302 on 16 July 1968, which was published in the Diario Oficial of 14 September 1968. Pursuant to this Decree a Commission was set up to investigate the civil rights of Chilean women and to make suggestions to the President of the Republic with regard to amending the legislation pertaining to women. This Commission has six members, namely, two representatives of the judiciary; two professors of civil law, one from the University of Chile and the other from the Catholic University; one attorney from the Ministry of Justice and another attorney specializing in this field.

The Commission is actively studying the possibility of amending any discriminatory provisions which may exist in those parts of the Civil Code which relate to marital rights, parental rights, the marriage contract, filiation and non-discrimination between legitimate and illegitimate children, etc.

CHINA

[Original: Chinese]

26 September 1968

Article 7 of the Constitution of the Republic of China provides:

"All citizens of the Republic of China, irrespective of sex, religion, race, class or party affiliation, shall be equal before the law."

Consequently, under the law of the Republic of China, women are not subject to any kind of discrimination, whether in the state, in society or in the family.

Although the status of women is legally protected, there are still gaps in the legal provisions in connexion with the protection of the life and status of women. In fact, there are cases when women, under certain circumstances, receive inhuman treatment in violation of human rights. Therefore, for the purpose of promoting social progress through legislative measures, it is pertinent and urgent to revise some of the articles concerning women in the existing civil and criminal codes.

In response to the proclamation of the International Year for Human Rights by the United Nations, the Government of the Republic of China instructed the Ministry of the Interior to invite leaders of various women's organizations to establish a National Committee entrusted with the responsibility for formulating a ten-year long-term development programme for the advancement of the status of women, to be implemented in the near future.

Among the purposes of the programme are listed a series of measures aimed at advancing the status of women, measures which can be divided into two categories: The "fundamental" and the "immediate" measures, both to be implemented simultaneously. A list of activities in the fields of "legislation", "education", "employment" and "welfare" for the advancement of the status of women has been formulated in accordance with the practical needs of society. The long-term development programme for the advancement of women included a detailed description of the salient features of these activities to be used as a guideline for its implementation.

The activities to be undertaken in the various fields are as follows:

I. In the field of legislation: 1. Revision of provisions in existing laws and regulations concerning women's rights and interests (i.e. revision of article 1079 of the Civil Code relating to adoption and of article 233 of the Criminal Code

pertaining to certain offences against minors); 2. Compilation and publication of a "Women's manual on legal matters" (containing, for example, explanations in simple language of the letter and spirit of the various articles in the Constitution and existing laws concerning the protection of human rights, citizens' duties and women's rights and articles of the Criminal Code affecting women); 3. Promulgation of laws prohibiting prostitution (and adoption of a series of measures aiming at the social rehabilitation of the prostitute); 4. Elimination of the anomalous "adoption-daughter" system (an institution prevailing exclusively in Taiwan); 5. Adoption of measures to assist unemployed or uneducated women to seek employment or education (the eradication of illiteracy among women being one of the first priority measures to be taken in this regard); 6. Formulation of rules for recommending women recipients of the United Nations fellowship awards in social development under the technical assistance programme (in this connexion, it is suggested that the Government make a special effort to guarantee that a certain number of fellowships be awarded to women and to make a set of rules for recommending candidates); 7. Promulgation of regulations for administering relief to underprivileged women (the main purpose of this programme being to assist these women to live a productive life and to become contributors to economic and social development); 8. Establishment of domestic courts (to deal with offences committed by women and cases involving family and marital controversies as a means to protect women's rights and to maintain social stability); 9. Adoption of a time-table for the expanded women's vocational training programmes (a measure considered to be urgently needed in order to achieve a fuller utilization of women's power).

II. In the field of education: 1. Complete eradication of illiteracy among women (and the subsequent introduction of supplementary education in accordance with the provisions of the "National Education Law" and the "Social Education Law" whose aims, inter alia, are the cultivation of public morality, the promotion of mental and physical health and dissemination of knowledge on modern life); 2. Organization of training classes for women in the following fields: (a) home economics, (b) special training for women workers, farmers, etc., (c) fundamentals in the exercise of political rights, (d) common legal knowledge, (e) production skills, and (f) wartime services;

3. Organization of training classes for female cadres (with special emphasis in public administration and personnel management); 4. Provision of opportunities for women to receive higher education (establishment of more girls' colleges, dormitories, radio and television educational courses, evening classes and special scholarships for women); 5. Introduction of proper recreational facilities (establishment of short-term handicraft training courses); 6. Provision of guidance for women to study the Three People's Principles: nationalism, democracy and livelihood; 7. Publication of training materials (in subjects such as home management, child care, methods of cooking and popular, historical and ethical stories); 8. Compilation of women's library (aimed at helping the average women to gain useful knowledge and improve her character).

III. In the field of vocational guidance: 1. Establishment of vocational guidance agencies for women (the purpose of which is to be, among others, to serve as an employment office for the graduates of the vocational training centres); 2. Establishment of women's vocational training centres (within the general training programmes to be co-ordinated with the Fifth Four-year Economic Plan and the anticipated results of the extended compulsory educational system); 3. Protection for women seeking proper employment (particularly aimed at the rehabilitation of prostitutes); 4. Development of women's leadership and assistance to working women in obtaining promotion (by encouraging all business and industrial councils to adopt a promotion system based exclusively on annual ratings and examinations); 5. Protection of working women's professional rights and interests (with particular reference to eliminating the salary differentials still existing in some branches of industry); 6. Promotion of family handicraft industries (measures such as implementing the small loan programme and exploring foreign markets for the finished products being recommended in this connexion); 7. Provision of guidance for women to participate in elections (development of the national consciousness and broadening of women's political awareness); 8. Establishment of more child-care centres to help working mothers; 9. Selection of competent women to participate in international work (establishment of training courses for women in the field of international work utilizing the aid of the technical assistance programme of the United Nations and the US Aid Programme, and the expert services of the International Labour Organisation and other specialized agencies).

IV. In the field of welfare administration: 1. Development of mother and child health care (to be established in various hospitals in the urban areas and in mobile clinics in the rural areas); 2. Extension of the relief work to be provided for indigent families; 3. Provision of marriage counselling services (guidance to unmarried girls on legal and other matters relating to marriage); 4. Provision of popular low-cost insurance services for women (to cover the risks of unemployment, sickness, childbirth, old age and disability); 5. Establishment of family services centres (primarily aimed at meeting the needs of the housewives working outside their homes); 6. Promotion of proper recreation for women (a list of appropriate recreational activities is contained in a booklet entitled "Introduction of proper activities for women to spend their leisure"); 8. Provision of guidance for women to participate in community development (by mobilizing all women's organizations and co-ordinating their activities with the programme for the promotion of new community development).

The activities enumerated above have been placed in accordance with their priorities, within a time-table starting from the second half of 1968 until the end of June 1978, the date when they are to be completed.

With regard to the financial resources for carrying out the programme, the following are mentioned: 1. Appropriations from the budgets of various competent authorities; 2. Allocation from the Social Welfare Fund and the Community Development Fund; 3. Assistance from international organizations; 4. Voluntary contributions from interested individuals or private organizations.

CUBA

[Original: Spanish]

8 November 1968

Publicity

The text of the Declaration has been published in periodicals and journals, which have stressed its importance.

Article 9

Since the Revolution, women have gained full access to education and also to culture. Mention should be made of the establishment of Night Schools for the Advancement of Domestic Servants, set up to provide cultural and ideological training for women who used to be at the lowest levels of the social scale.

In addition, as part of the campaign to educate rural women, the Federation of Cuban Women set up the "Anna Betoncourt" dress-making schools, which have been attended by 64,000 women on fellowships.

The revolutionary programmes are designed to facilitate women's access to education as follows:

(a) Through the regular system of education, which provides education of all levels and types for everyone throughout Cuba. A comprehensive fellowship scheme guarantees free education and real equality of opportunity

(b) Through the system of Education for Workers and Rural Inhabitants (Adult Education), which - in what is known as "the battle of the sixth grade" - raises the educational level of those who have just learned to read and write and of the under-educated. With the help of the Federation of Cuban Women, hundreds of day schools for women have been set up, especially in rural areas, which offer, in addition to the normal curriculum, courses and activities pertaining to work which women still have to do in the home. Since housewives must look after their children in the evening and cannot attend night courses, these schools make it possible for them to attend classes when their children are at school. The Federation of Cuban Women also co-operates in providing women employed in agricultural projects with an education in schools set up at their place of work.

(c) Through the special government programmes for the advancement of women, organized and directed by the Office for the Advancement of Women in co-ordination with the Federation of Cuban Women, whose primary goal is to facilitate the emancipation of women and ensure their full equality with men.

(d) Through the special programmes for the advancement of women, organised and directed by the Federation of Cuban Women, which usually offer intensive, short-term courses aimed at training women for employment in the light of production needs. These programmes are carried out in co-ordination with the Ministry of Education and with production and service organisations.

(e) Through special art education programmes sponsored by the National-Cultural Office, under which a large number of schools and conservatories have been set up throughout the island, including the National School of Fine Arts at which, concurrently with their regular general education courses up to the pre-university level, pupils study music, dance and the dramatic or plastic arts, depending on their talents.

Article 10

After the Declaration was adopted, a number of measures to facilitate the employment of women were taken into consideration. For example, under Resolution No. 47 of 8 March 1968, the Ministry of Labour excluded women from 496 occupations considered harmful or dangerous to women's health. Moreover, Resolution No. 48 of the same date provided that 430 occupations were in future to be reserved for women, raising the total number of occupations in that category to over 60,000.

Since the triumph of the Revolution, all vestiges of discrimination have begun to vanish. The Revolution is beginning to create conditions conducive to the emancipation of women and their full development in the community in order to ensure genuine equality of rights between women and men that would necessarily be based on the social and economic development of the **country**.

To make it easier for women to take part in all kinds of work, the Revolutionary Government is creating conditions which will free them from all the domestic and family chores which make them slaves and keep them from taking on a full-time occupation. To this end, 284 child-care centres have been established with an enrolment of 38,008 children. Working mothers may leave children up to the age of six in these centres during the hours when they must attend to their social responsibilities. Clothing, food, medical and dental facilities

and pre-school training are provided absolutely free. In addition there are 79 kindergartens with 3,229 children. Full-time and part-time boarding-schools and workers' and students' refectories have also facilitated women's access to employment.

CZECHOSLOVAKIA

Original: English

20 November 1969

Publicity

The text of the United Nations Declaration on the Elimination of Discrimination against Women was printed in the publication entitled "Documents on Human Rights" which was issued in 1969 in Prague with a circulation of many thousand copies.

The text also appeared in the February 1969 issue of the Bulletin published by the Czechoslovak Women's Council.

Articles bearing on the substance of the problems regulated by the Declaration were published in journals edited by the Czechoslovak Women's Council and the Union of Slovak Women.

Compliance with the principles of the Declaration

As to the preamble and the particular articles of the Declaration, the following principles and provisions of Czechoslovak legislation may be recalled:

Articles 1 and 2

The basic legal provisions relating to the contents of the Declaration are contained in article 20, paras. 3 and 4, of the Constitution (Act No. 100/1960 C. of L.). Pursuant to that provision both men and women enjoy the same status in the family, employment and public activities. It further states that the society of working people ensures the equality of citizens by creating equal possibilities and opportunities in all spheres of the society's life.

Article 3

There exist practically no prejudices in the public opinion relating to the inferiority of women which would create practices based on such prejudices. There is therefore no need to adopt special measures aimed at reforming the public opinion in that respect. All educational and cultural activities proceed from the principle of equality of men and women.

Article 4

Electoral laws provide for identical active and passive electoral rights in respect of both men and women. Public offices and functions are accessible to all citizens and no restriction disfavouring women exists.

Article 5

The valid legal provisions relating to state citizenship (pursuant to Act No. 165/1968 V. of L.) correspond to the formulation of that article. In accordance with the Act a female foreigner may gain her husband's citizenship only if the competent authority consents to her request.

Article 6

The principle laid down in article 6 of the Declaration has been consistently followed in the sphere of judicial codes in a manner ensuring that no distinction is made between men and women. Legal provisions either generally speak of citizens or persons, or men and women are mentioned as enjoying identical legal positions. Thus the Family Act (Act No. 94/1963 C. of L.) provides in section 1 that marriage is concluded on the basis of a voluntary decision of a man and a woman. Section 3 states that marriage is concluded on the basis of concurring statements of a man and a woman. Section 18 states that both men and women enjoy equal rights and have equal obligations in the marriage. Pursuant to section 19 both husband and wife are obligated to take care of the family's needs. Under section 20 husband and wife take joint decisions concerning family matters. Section 30 states that parents look after the upbringing of their children and, according to section 32, parents play the decisive role in the upbringing of the children. Section 91 states that husband and wife are under mutual maintenance obligation and, under section 92, the divorced spouse (regardless of whether man or woman is involved) who is unable to provide for his (her) own support is entitled to ask for the support of the former spouse.

The legal qualification for the conclusion of marriage is based on the attainment of full age (18 years, with the courts being able to permit a marriage of persons over 16 regardless of whether man or woman is involved - section 13).

According to the Civil Code (Act No. 40/1964 C. of L.) the competence of a citizen to enjoy rights and assume obligations is based on his (her) birth and the competence ceases on his (her) death (section 7). The competence of a citizen to gain rights and assume obligations through his own legal acts (the competence to attend to legal business) is based fully on the attainment of full age. Prior to that full age may be attained only by the conclusion of marriage (section 8). Minors are only fit for such legal acts as are adequate by their nature to the degree of intelligence and moral maturity corresponding to their age (section 9). Those provisions make no distinction between men and women.

Article 7

Penal laws contain no discriminatory provisions relating to women.

Article 8

Legal sanctions of penal nature stand in the way of commercial dealings with women (section 241 of the Penal Code) and the exploitation of female prostitution (sections 203 and 204 of the Penal Code concerning parasitism and procuring).

Article 9

School regulations contain uniform conditions which make no distinction as to sex. Equal rights are ensured to women in every aspect as regards their right to education at all levels of educations.

Article 10

Provisions contained in the Labour Code (No. 65/1965 C. of L.) make no distinction between men and women as regards their right to gain employment, specialized education and training, free choice of profession and occupation, and advancement in employment or profession if equal work is involved. No distinction is made either as regards the treatment of employees. The same applies to the right to paid holidays, social security (pensions) and support in case of illness and other cases of inability to work.

Special provisions of the Labour Code concerning the working conditions of pregnant women and mothers are of non-discriminatory nature. Those provisions provide for their protection and put them into a more advantageous position as compared with men. They involve notably the provisions concerning the method of transfer to different work, business travels and transfers, termination of employment, adjustment of hours of work, and the fixation of nursing breaks (sections 153 to 156, sections 161 and 162 of the Labour Code). The provisions concerning maternity leave (section 153 to 162) are of the same advantageous nature.

Nor are the provisions concerning social security of a discriminatory nature. The only difference in this case involves the difference in the age levels entitling men and women to retire on pension. The provisions concerned entitle women to retire on pension on attaining a lower age than in the case of men (section 11 of the Act No. 101/1964 C. of L.).

The provisions concerning widows' pensions (section 30 to 32 of the Act quoted above) and the provisions concerning pensions of wives of deceased men (section 35 of the Act quoted above) also put women into a more advantageous position.

DENMARK

Original: English

15 October 1968

The general principles embodied in the Declaration are already being complied with in Danish legislation or administrative practice.

With regard to specific principles contained in various articles of the Declaration the situation is as follows:

Article 2(b)

Denmark has ratified the Convention on the Political Rights of Women of 31 March 1953 and the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages of 10 December 1962.

Article 4(b)

The right to vote in elections for the Folketing (parliament) was accorded to women by an amendment of the Constitution in 1915.

Article 4(c)

Act No. 100 of 4 March 1921 provides for equal access for men and women to all non-military posts established by law in central and local government administration and equal civic duty for men and women to serve in any capacity under public orders.

Article 5

Danish legislation on nationality conforms to the provisions of this article.

Article 6

Danish legislation ensures to women equal rights with men in the field of civil law, including equal rights with men during marriage and at its dissolution.

Article 7

The Danish Penal Code contains no provisions which constitute discrimination against women. Traffic in women and exploitation of prostitution are criminal offences under Danish law.

Article 10

Danish legislation in social and economic fields are, for all practical purposes, in full conformity with the provisions of this article.

FINLAND

/Original: English/

10 March 1969

Publicity

The Declaration on the Elimination of Discrimination against Women was translated into Finnish in the beginning of 1968. In January 1968 during the opening of the International Year for Human Rights the Declaration was presented to the Finnish public and press. The Declaration was published in a report on the twenty-second session of the General Assembly of the United Nations issued by the Ministry for Foreign Affairs and it will appear in a publication dedicated to the International Year for Human Rights in the end of this year (1968). A special edition of the Declaration was published and distributed by the Finnish United Nations Association. The Finnish women's organizations have made the Declaration known in many different ways to their members.

Scientific studies of the role of men and women in the Finnish society have been undertaken. The book entitled The Finnish man and woman by Mrs. Elina Haavio-Mannila, D.Sc.Pol., is one of the most remarkable studies ever completed in Finland. At present Mrs. Riitta Auvinen, M.Sc.Pol., is working on the subject "Mother and gainful occupation". A committee studying the woman's role has carried out minor investigations.

Article 2(b)

Finland has ratified or acceded to almost all international conventions on the elimination of discrimination between sexes. The only conventions not yet ratified are the Convention against Discrimination in Education and the Convention on the Elimination of Discrimination on Labour Markets. There is no discrimination against women in education in Finland. The Convention against Discrimination in Education was not ratified because of the stipulations of the Act on Self-Determination for the Province of Åland Islands of 1951, according to which non-resident citizens, both male and female, have not in all respects the same rights and privileges in the field of education as the resident citizens of the Province. There are some facts concerning discrimination against women which have prevented the ratification of the latter convention.

Article 5

In this connection it should be mentioned that the Finnish Law on the Nationality of Married Women was revised in 1968 so as to be in conformity with the requirements of the Declaration and the Convention on the Nationality of Married Women and that this convention was ratified by Finland in 1968.

Finnish law is generally in conformity with the requirements of the articles of the Declaration:

Article 4

Complete equality has existed in the right to vote and to be eligible since 1906. The right to hold public office is in certain cases only reserved for men, when a completed military service is a condition for holding such office.

Article 6

There are very few exceptions to complete equality, e.g.:

(a) Family name (a woman's duty to use her husband's name only or together with her own family name);

(b) By means of the property that a husband has earned after a bankruptcy, he is responsible for the debt to satisfy the special needs of his wife. There is no such provision concerning the wife;

(c) Different minimum age for marriage, 17 for women and 18 for men;

(d) As a rule, the father alone has the power to represent his child before courts and other authorities, provided that the mother has not been considered to be more suitable for it.

Article 10

There are some exceptions concerning equal pay, which are being gradually eliminated. On the one hand there are some restrictions for women (ban on night work, prohibition against the employment of women labour in mines, as well as for loading and unloading work) and, on the other hand there are some pension benefits for women (national basic pension and family pension).

In certain cases, activities are open to either men or women according to the nature of the work (for example, teacher of gymnastics for either boys or girls).

GUATEMALA

[Original: Spanish]

26 August 1968

In Guatemala there is no discrimination of any kind against women; in fact, legally, women occupy a position equal to that of men in all walks of life. Moreover, the Constitution of the Republic expressly prohibits any discrimination on account of race, colour, sex, religion, birth, economic or social position or political opinions.

HUNGARY

Original: English

30 January 1969

Publicity

The Hungarian social organizations have taken the following steps in order to propagate the United Nations Declaration on the Elimination of Discrimination against Women:

(1) The National Council of Hungarian Women had the Declaration translated into Hungarian and forwarded it, in duplicated copies, to all its office-bearers, committee members and departmental secretaries.

(2) The Law Commission of the National Council of Hungarian women at a special session in 1968, which was attended by many experts in the field, undertook an examination of the individual provisions of the Declaration and their relationship with Hungarian legislation. It was established that the provisions of section 49 of the Hungarian Constitution, Act IV of 1952 of the Civil Code on marriage, family and guardianship, as well as those of the Labour Code are in concordance with and even surpass in many respects the provisions contained in the Declaration. The Hungarian People's Republic is a party to most of the multilateral international conventions adopted by the United Nations Organization and its specialized agencies which serve the realization of equality of the rights of men and women. The session invited the Law Commission of the National Council of Hungarian Women to urge Hungary's adherence to further multilateral conventions.

(3) The significance of the Declaration and the action to be taken for its propagation were discussed by the direction and the executive committee of the Hungarian Association for the United Nations at its session in July 1968 and a resolution was adopted concerning the propagation of the Declaration in the press and the broadcasting service.

(4) In its diffusion entitled the "Law Book", the Hungarian Broadcasting Company made the Declaration known and praised its significance. The weekly paper of the Hungarian Women's movement published an article on the importance of the Declaration. Following the session held by the National Council of Hungarian Women, the "Hungarian Nations" a daily paper of the Patriotic Popular Front, having a very wide circulation and an extremely high number of readers, commemorated editorially the Declaration. Two legal papers, the "Juridical Bulletin" and the "Hungarian Law" have also dealt with the Declaration.

Compliance with the principles of the Declaration

The Hungarian laws and regulations are in full accordance with the principles of the Declaration.

Article 2

(a) The principle of the equality of rights of women and men is laid down in the Hungarian Constitution;

(b) The Hungarian People's Republic is a participant to the following international conventions referring to the equality of the rights of men and women:

United Nations Convention on the Political Rights of Women;

United Nations Convention on the Nationality of Married Women;

ILO Convention on Discrimination in the Field of Employment;

ILO Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value;

UNESCO Convention against Discrimination in Education.

Article 4

The Hungarian laws and regulations on the right of voting and the taking up of public functions are in full accordance with the principles of article 4.

Article 5

The law on citizenship confers equal rights on men and women to acquire, change or retain their nationality; Hungary is a party to the United Nations Convention on the Nationality of Married Women.

Article 6

1(a) Hungarian laws and regulations ensure the very same rights to women as to men to acquire, administer, enjoy, dispose of, and inherit property. During matrimony the co-owner spouses are entitled to dispose in common of their property, i.e. neither of them is entitled to dispose without the consent of the other of the assets belonging to the property owned in common.

1(b) According to the regulations of the Hungarian Civil Code, all men are equal in legal capacity; they may have rights and liabilities. Legal capacity is the same for everybody, without regard to sex. Any contract or one-sided declaration restricting legal capacity is null and void. Neither is there, of course, any restriction whatsoever for either sex as regards the enforcement of rights.

1(c) Men and women have also equal right to free movement. Under the Act on Family the domicile of the spouses is chosen in common by them. The elected domicile cannot be changed without the consent of the other spouse but for a well-founded reason. Neither in this respect is there any difference between the sexes.

2(a) In this regard, too, the principles of the Declaration are being fully realized.

2(b) The Act on Family consequently enforces the principle that during matrimony women are entitled to the same rights as men. Under the provision on dissolution of marriage it is emphasized: in the question whether the judge dissolves or not the marriage, the interests of the minor child issued from the marriage shall be absolutely taken into consideration. Moreover, the divorce suit shall necessarily decide on the placing of the child and on the maintenance. When placing the child, its interests shall be kept in view. Following the enactment of the Act on Family, an authoritative ruling of the Supreme Court - binding also for the lower courts - has underlined - with an even greater emphasis than the Family Law - the priority of the children's interests in this respect.

2(c) Rights and duties as regards custody and maintenance of children are equal for the parents. The Act on Family contains a special provision ruling that parents shall exercise the rights and fulfil the duties incumbent on them with the child's interests. If need be, the guardianship authority is entitled to verify whether it is really so.

3. Pursuant to regulations of the Act on Family, prior to completing the age of 18, valid marriage can be contracted only with the permission of the guardianship authority and the registrar, too, is responsible for controlling this circumstance when marrying the parties. In the literal sense of the regulations of the Act on Family the guardianship authority might permit marriage of minors aged between 12 and 18; guardianship directions contain, however, such a provision that under 17 a child may be permitted to marry only in an exceptionally motivated case.

Articles 7 and 8

All provisions of the Hungarian Penal Code are in full accordance with the principles formulated in articles 7 and 8 of the Declaration.

Article 9

Hungarian law confers on women the right of access to and study in educational institutions of all types, including universities, technical, professional and vocational schools; the principles as under (b) - (d) are also realized. The rights concerning the equality of women with men in education, are independent of their being married or unmarried.

Article 10

1. In all the matters mentioned under this article, Hungarian laws ensure the same rights to women as to men and to the women irrespective of their being married or not.

2. Hungarian labour regulations ensure on a wide range the rights as stated in this section. Already during pregnancy, mothers-to-be are protected against dismissal; during pregnancy they shall be transferred to posts which correspond to their state of health, without reducing on that account the remuneration they received prior to the transfer. For six months following childbirth mothers are likewise protected by law against dismissal. In Hungary, the law ensures a 20-week maternity leave with full pay; upon their wish, mothers may remain at home for another 30 months after expiration of the maternity leave; an allowance of 600 forints a month is due to them for this period. In both cases, on expiration of the leave, the mother may return to her former working place and the employer is obliged to re-employ her.

The Hungarian State provides for maintaining a wide range of child-care institutions. Children for whose education at home the grandparents or other close relatives cannot provide, are given priority in being placed at such institutions.

3. The Hungarian laws and regulations also have provisions to protect women in certain types of work which are unsuitable for them owing to reasons inherent in their physical nature.

IRAN

Original: English

12 August 1969

The fifth resolution of the "White Revolution" passed by Shahenshah Arya Mehr on 26 January 1962 provides full liberty, equity and equality to all the women of Iran.

Since then the women of Iran have obtained equal rights with men and they are now participating fully with men in every walk of life whether social, economic or political.

Publicity

The press, publicity, the radio and the television, all of them, since the promulgation of the resolution on the implementation of the Declaration on the Elimination of Discrimination against Women, have been trying fully to propagate the above outlook through all kinds of programmes. Specially on the occasion of the International Conference on Human Rights held in 1968 greater publicity was given to this subject and thousands of printed leaflets in Persian on the Declaration were distributed among the people all over the country, even in the remotest parts of the area.

Article 6

It may be mentioned here that even in some sectors of life like matrimony, the age-old theory of polygamy, which was practiced in Iran in the case of women, was abolished, and today women can take divorce and separation from their husbands in case of discontent and dispute.

Article 10

The social activities of women have been as follows:

1. Literacy Corps
2. Medical Corps
3. Police Force
4. Civil Service
5. Education and Universities
6. Rural Uplift (In this special field a long term project has been initiated by the Women's Organization of Iran and sponsored by the Government in order to train and educate women all over the country, specially from the rural areas, to convert them to the modern social life.)

Article 11

Lastly, although legally the women of Iran are enjoying full rights of equality with men, a great majority of them are still unable to derive benefits. With the advance of time it is hoped that all the women of Iran will gradually be able to shoulder full responsibilities socially, economically and politically along with their men compatriots.

ITALY

[Original: Italian]

4 September 1968

Publicity

Immediately after its adoption, the Declaration was transmitted to all the Ministries which have reason or occasion for contact with women's associations and movements. After that, the Declaration was published, with appropriate comments, in a number of reviews that are concerned with women's problems.

Article 10

In recent months the problems of women's employment have been given special consideration in the competent governmental circles and have been the subject of an important national conference organized by the Ministry of the Budget and Programming, in which representatives of the ministries concerned, of trade unions, of employers and of women's associations, and also experts, took part.

The reason for the conference was the decrease in the employment of women that has been observed in Italy in recent years and its object was to determine the causes and to designate possible lines of action which might bring about a recovery and expansion in the employment of women.

It was pointed out that this decrease was not attributable to demographic causes but to other factors of an economic and social nature, such as the lack of qualifications and hence the lower rate of pay, and to the firmly rooted idea of female labour as a mere stop-gap, which causes many women to work only before marriage.

With regard to the policies that would be calculated to ensure wider female employment, while at the same time respecting women's free choice, the conference singled out the following directions as particularly necessary:

(a) An improvement in the working conditions for women in the various branches of activity and in the various regions, to be brought about by a policy which would abolish all de facto discrimination, both in the levels of pay and in the assignment of qualifications in relation to the work carried out, and would impose respect for collective contracts that embodied the principle of equality of the two sexes in work;

(b) A policy of costs of female labour, to be carried out by means of contracts and legislation more in keeping with technological progress and directed not only to the protection of women workers but also to the prevention of, and compensation for,

risks for all workers. That would obviate the need for special protective measures for women workers but would not affect the necessity of providing special protection for working mothers without distinction as to branch of activity and on an equal footing for all. The greater part of the expenditure that such a policy would entail should be shared between all employers, regardless of category or branch, pending the public financing of social charges that is provided for in the Italian five-year programme of economic development;

(c) Wider scholastic and vocational training, appropriate for the times, through: the abolition of the distinction between male and female vocational schools; raising the school-leaving age to sixteen years and establishing multi-purpose two-year vocational courses to follow the statutory school period (which covers elementary and secondary schooling for a period of eight years); revision of the law on apprenticeship;

(d) The establishment of requalifying courses designed to help women workers who for family reasons have given up working to be reinstated in the labour market;

(e) A reform of the social security and pension system which would place women on an equal footing with men, both with regard to the age of retirement and to the reversion of salaries.

The Conference also studied the influence of scientific and technological progress on the advancement of women workers.

JAPAN

[Original: English]

25 September 1968

Publicity

Immediately after its adoption, the Declaration was translated into Japanese, and pamphlets containing the text and commentaries were issued and distributed among various organizations, both governmental and non-governmental, and to the press.

In addition, a special meeting with the press was arranged to explain the circumstances which had led to the adoption of the Declaration and the principles contained therein. Explanation was also given regarding the implications of these principles within the context of the existing laws and customs in Japan. In compliance with the request made to the press to give wide publicity to the Declaration, a number of national and local newspapers, as well as other newspapers of limited circulation, published articles on the Declaration, and various programmes were broadcast through the national television network.

In December, 1967, the National Women's Liaison Committee of Non-Governmental Organizations, the United Nations and seven major women's organizations held a commemorative meeting, at which experts in the field of women's problems gave lectures respectively on political, educational, labour and family aspects of women's problems and led the discussion on the principles of the Declaration and its political and factual implications in Japan.

Compliance with the principles of the Declaration

No legislative measures have been taken to give effect to the provisions of the Declaration, in view of the fact that the basic principles contained in the Declaration have already been incorporated into existing Japanese legislation.

LAOS

[Original: French]

8 July 1969

Laotian women have the right to elect and to stand for election to all elected bodies (National Assembly, municipal councils, chambers of commerce, etc.).

Laotian women may be members of the Government.

Women have the same rights of access to public office as men. There are women magistrates and women in public administration, and there is no legislation that formally excludes them from the highest offices: at the present time, women are in charge of the social services and broadcasting.

Married women enjoy full rights in civil law: they may engage in an occupation without their husbands' consent and retain full control over their personal property.

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LIBYA

[Original: English]
29 October 1968

Publicity

The text of the Declaration was made known to the public through the news media. The Ministry of Information and Culture has instructed all newspapers and magazines of the country to publish the Arabic translation of the text. The radio has also arranged a special programme concerning the contents of the Declaration, as well as the importance of the role of women in economic and social development.

MADAGASCAR

Original: French

13 November 1968

Publicity

The Declaration on the Elimination of Discrimination against Women is being translated into Malagasy for distribution to the public and private bodies concerned, including the various local women's associations.

Article 2 (a)

The Constitution of the Malagasy Republic, dated 29 April 1959, proclaims in its preamble that "All men have equal rights and duties without distinction as to origin, race or religion, and the Malagasy State shall endeavour to give each of its nationals an equal chance to achieve the full development of his capacities and personality."

Article 2 (b)

The Malagasy Government has ratified several conventions and other international instruments of the United Nations and the specialized agencies. The principal ones are as follows:

- International convention on the political rights of women;
- Conventions (Nos. 4 and 41) concerning the employment of women during the night;
- Convention (No. 100) concerning equal remuneration for men and women workers for work of equal value;
- Convention (No. 111) concerning discrimination in respect of employment and occupation;
- Convention (No. 117) concerning basic aims and standards of social policy;
- Convention (No. 118) concerning equality of treatment of nationals and non-nationals in social security.

Article 3

The general public has always taken it for granted that women are inferior to men, but only physically, and the few prejudices and customs based on that belief are gradually being eradicated. Woman's place in the family and the various local communities has always been a most enviable one.

Article 4 (a) and (b)

Organic law No. 3, of 6 June 1959, regulating the exercise of the franchise, grants Malagasy women equal rights with men to vote and to stand for election. Actually, Malagasy women had been exercising these rights since 1946, well before the country's independence.

Article 4 (c)

Act No. 60-003 of 15 February 1960 concerning the general status of civil servants grants women the right to hold public office. There are some special provisions in this Act relating to female staff (maternity leave, special leave, etc.).

Article 5

A woman married to an alien retains her own nationality, unless she makes a declaration to the contrary.

Article 6.1 (a)

Under article 22 of Act No. 67-030 of 18 December 1967 concerning matrimonial regimes and the form of wills, the husband, as the head of the joint estate, administers the earnings of the spouses, joint funds and property purchased with those earnings and joint funds. However, under article 25 the wife has the right to administer property purchased with any monies she may earn from an independent occupation.

Article 6.1 (b)

Malagasy women have full legal capacity, in accordance with article 56 of Ordinance No. 62-089 of 1 October 1962 on marriage.

Article 6.1 (c)

Women have precisely the same rights as men with regard to the movement of persons. The husband's consent is not required in Madagascar.

Article 6.2 (a)

The woman's personal consent is needed to validate a marriage (articles 29 and 41 of the Ordinance on marriage referred to above).

Article 6.2 (b)

Repudiation is unknown to Malagasy women. Serious dereliction of conjugal duties leads to divorce, in which case the children's interest is paramount.

In accordance with a custom, since codified by the Act on matrimonial regimes, on dissolution of a marriage two thirds of the property passes to the husband and

one third to the wife. However, when the marriage is celebrated, the couple may, under articles 2 and 3 of that Act, provide for the property to be divided equally or in any other proportion that they may choose.

Article 6.2 (c)

The Ordinance on marriage places the two spouses under an obligation to feed, maintain, rear and educate their children. However, the husband as the sole head of the family exercises paternal authority. This right passes to the wife only if the husband has been deprived of his civil rights, is under a disability or a handicap, or has wilfully abandoned the conjugal home.

Article 6.3

The minimum age for marriage is fourteen years for girls and seventeen years for boys. Those under eighteen years old require their parents' consent.

Article 7

Penalties are identical for both sexes, for the same crimes.

Article 9

Classes at all levels are co-educational. Girls have exactly the same educational rights as boys.

Article 10.2

The labour code in force in Madagascar grants all the rights enumerated in this paragraph to women on the same terms as men.

Article 10.3

Certain articles of the labour code entitle women to paid maternity leave with the guarantee of returning to former employment.

MALAWI

[Original: English]

6 October 1969

Malawi does not support the Declaration on the Elimination of Discrimination against Women.

MALDIVES

[Original: English]

10 June 1969

There has been no discrimination against women in Maldives. Women have equal franchise and play an equal part in every field with men. They have a part in the economic and social development of the country and help in such fields as small-scale industry, communication, teaching and health programmes as far as they can. Women in government service also hold posts of secretarial and higher levels. The Maldivian Government is making every effort to get more women to participate more actively in the economic and social sectors of the country. Due publicity has been given to the Declaration through local radio and newspaper media.

MALTA

Original: English
26 September 1968

Article 10

With regard to the principle contained in subparagraph 1 (b) of article 10, the Government has decided to give to women employed in the public service the same salaries as those being paid to men for the same kind of work. The decision of the Government of Malta is presently being implemented by stages and will become fully operative by 1 April 1971.

NETHERLANDS

Original: English
5 August 1969

Publicity given to the text of the Declaration

The Declaration has been translated into Dutch and distributed among interested Government bodies and voluntary organizations. It has appeared in various journals and has been discussed at various meetings.

Compliance with the principles of the Declaration

Both legislation and practice largely meet the standards laid down in the Declaration.

The individual provisions call for the following comments:

Article 2 (a): The Government Advisory Commission on the Constitution and Electoral Law is studying the desirability of including in the Constitution an article on non-discrimination of a general nature.

Article 2 (b): Procedures for the ratification of the Convention on the Political Rights of Women, which contains a general non-discrimination clause, are in an advanced stage of preparation.

Article 10, 1 (b): The Netherlands Government still holds the view that equal remuneration should be effected gradually in conformity with current wage policies and possibilities. Great progress has been made in the past few years. The principle of equal pay for equal work has been adopted in practically all branches of industry. Women's wages were still from 20 to 30 per cent behind men's wages for equal work at the end of 1961; they are only 5 per cent behind men's wages at the present moment and in many cases there is no difference at all now.

Article 10, 2: Employers sometimes dismiss women employees in the event of marriage. Women, either married or unmarried, are also dismissed occasionally in the event of maternity. It has been suggested that a statutory provision prohibiting employers from dismissing women in the event of marriage or maternity is required. The Government is studying the problem of the dismissal of women employees and has asked the Social and Economic Council for advice on the matter. The Government is now considering what measures should be taken to ensure compliance with the provisions of paragraph 2 of article 10.

Article 10, 3: There are a number of provisions in the Labour Act especially designed to protect female workers. They relate to hours of work and rest and they distinguish between women having families to look after and those who have not. The provisions are applied with great flexibility, however, so that any statutory restrictions on working conditions for married female workers are virtually the same as those for unmarried female workers.

NEW ZEALAND

Original: English

29 November 1968

Publicity

The text of the Declaration as prepared by the Commission on the Status of Women was available to women's groups in New Zealand, who took an active interest in the preparation of the final text. It is expected that the text of the Declaration itself, which is now being prepared for printing by the New Zealand Government, will be available to the public before the end of Human Rights Year. The adoption of the Declaration by the General Assembly was of course fully noted by the New Zealand press at the time.

Compliance with the principles of the Declaration

As a statement of objectives in a specific area of human rights, the Government supports the Declaration and its adoption by the General Assembly. The New Zealand Government has long supported the elimination of discrimination against women and is a party to the principal Conventions which have this aim.

With regard to specific principles contained in the various articles of the Declaration, the situation is as follows:

Article 2

New Zealand is one of a small group of common law countries the legal systems of which do not stem from written constitutions and which accordingly have no single enactment guaranteeing the generality of human rights, including equality of rights for men and women. Such rights are nevertheless safeguarded by the ordinary operation of the legal system; in particular, equality of the sexes is guaranteed by the normal function of the courts in applying and interpreting existing non-discriminatory legislation and common law rules.

Article 3

The prejudice and practices referred to in this article are largely non-existent. There is no doubt, however, that should the need arise, the measures described in the article would be taken.

Article 4

Women have had equality of voting rights in all elections and public referenda since 1893 and all legislation dealing with the right to stand for and hold elective office is so worded that any discrimination between the rights of men and women would be unlawful. Similarly, women may hold public office and exercise all public functions, excepting only certain functions such as particular kinds of military and police work. On 22 May 1968 the New Zealand Government became a party to the Convention on the Political Rights of Women.

Article 5

New Zealand law is in accord with the requirements of this article and the New Zealand Government is a party to the 1957 Convention on the Nationality of Married Women. Under the relevant legislation, alien women married to New Zealand nationals are in fact given special privileges regarding the acquisition of their husband's nationality.

Article 6

New Zealand law meets the requirements of this article. The New Zealand legislature has been able to regard itself as a pioneer in several aspects of matrimonial and family law. The New Zealand Government is a party to the 1962 United Nations Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages.

Article 7

There are no provisions in the New Zealand penal code which discriminate against women.

Article 8

This article is complied with and the New Zealand Government is a party to the 1926 Slavery Convention and the 1956 Supplementary Convention on the Abolition of Slavery, the Slave Trade and Practices Similar to Slavery.

Article 9

New Zealand's educational system is entirely non-discriminatory. The New Zealand Government is a party to the UNESCO Convention Against Discrimination in Education.

Article 10

The objectives of article 10 are largely realized in New Zealand and there is no bar to the entry of women into any profession or occupation, although social tradition tends to influence the proportion of women in various occupations. Also, because the economic structure in New Zealand is based on the concept that a husband should be enabled to earn a living wage for his family, state unemployment and sickness benefits are paid to a married woman only if her husband is unable to maintain her. For the same reason (and because it is unusual for women to wish to return to work immediately after their child's birth) re-employment is not necessarily guaranteed for women leaving work towards the end of their pregnancy.

The principle of equal remuneration for work of equal value has been accepted by the New Zealand Government and applied to all state employees (Government Service Equal Pay Act 1960). It is the Government's hope and objective that this precedent will be followed throughout the private sector, but at this stage it is not desired to bring about this result by legislative means. The interests of women in this field are kept under review by a National Advisory Council on the Employment of Women.

NICARAGUA

[Original: Spanish]

11 June 1969

The freedom of women to exercise civil and political rights is a key-stone of Nicaragua's social structure; the former were promulgated in 1904 and the latter as from 1955. It can therefore be said that the Declaration adopted by the Economic and Social Council is being implemented enthusiastically by our Government. Furthermore, Nicaragua, as a Member State, hastens to put into effect all the resolutions and recommendations adopted by the United Nations.

Because of its potential significance, this Declaration was extensively publicized by our mass media at the time of its adoption. In addition, a pamphlet reproducing the text in full may be issued by the Government for distribution to the general public and in particular to women's associations. It is hoped that the pamphlet will contain a foreword written by Mrs. Olga Núñez de Saballos, the Nicaraguan representative on the Inter-American Commission of Women.

At the end of last month, the second civic seminar on the topic "The Duties and Rights of Nicaraguan Women" was held at Managua under the auspices of three women's organizations, including the Nicaraguan Civic Organization and the Liberal Women's Branch. It lasted a week and was attended by female representatives from twenty-five women's associations throughout the country.

In the course of the Seminar, Mrs. Núñez de Saballos, speaking on a subsidiary topic, "The Political Duties and Rights of Nicaraguan Women", gave a full exposition of the subject and carefully analyzed the significance and implications of the Declaration.

The foregoing are some of the publicity activities undertaken by the Government of Nicaragua to bring the Declaration on the Elimination of Discrimination against Women to the notice of the people.

NIGERIA

Original: English

9 January 1970

Article 10

There are no provisions in our labour legislation which discriminate to the prejudice of female workers. Such "discriminatory" provisions as exist are designed for their benefit and for the preservation of their health, safety and welfare.

Thus the Labour Code Act prohibits, subject to appropriate qualifications, the employment of women on night and underground work or in work involving departure from their usual place of abode. The same Act allows women at least 3 months maternity leave, and at least one hour daily for nursing purposes. The Factories Act also have provisions specially favourable to women workers. These include seating arrangements and enhanced toilet facilities for women.

The principle of equal pay for equal work was adopted in the Civil Service in 1948. But it was much later before the practice became generally acceptable in industry. The slow pace at which the practice became established in the private sector is attributable to the increased running cost of women's employment which necessarily flows from the high rate of absenteeism and labour turnover.

NORWAY

[Original: English]

4 September 1968

With regard to specific principles contained in various articles of the Declaration, the situation is as follows:

Article 4

Since 1913 Norwegian women have had full voting rights and full eligibility for election to public office such as to the Parliament and to the local councils.

Article 6

In marriage, a husband and wife are equal in the eyes of the law. Both have the duty to contribute to the maintenance of the family, each according to his or her ability.

Legally the right to dispose of individual items of property normally belongs to the partner who brought the property in question into the marriage. But special agreement regarding disposal of property is required in many cases. As regards inheritance rights husband and wife have equal status.

The right to divorce is the same for husband and wife. Jointly owned property on divorce is normally divided equally between the couple. The wife, however, has prior right to the children, especially if they are young.

Husband and wife have identical positions as regards responsibility and authority over the children.

The legal minimum age for marriage is eighteen for women and twenty for men.

Article 9

Elementary school of seven years is compulsory for all children. By an Act of 1959, a nine-year comprehensive school system has started to provide basic childhood and youth education. All higher grade schools providing education beyond the elementary stage, both general education and more specialized training, have been open to girls on an equal footing with boys since the beginning of the century. Nor is there any sex discrimination in the universities or colleges.

Article 10

There are no special conditions relating to the employment of women, except the provisions of the Protection of Workers Act concerning the welfare of expectant mothers, which provides compulsory absence for six weeks after birth, and the right to a further six weeks' leave of absence, if desired.

In 1959 Norway ratified the ILO Equal Remuneration Convention and also signed the ILO Discrimination (Employment and Occupation) Convention.

In the National Insurance, which was introduced on 1 January 1967, women and men have equal rights as regards widows' and widowers' pensions.

The revised long-term plan prepared by the Government for 1966-1969 indicated that in district development, importance will be attached to the need for more jobs for women who wish to take part in economic life. Further measures will be taken to improve the possibilities for women to perform work which is generally done by men. The plan also mentions more flexible working arrangements for employees who can only take part-time jobs.

In order to find the causes and remedies for the relatively low number of married women employed, the Directorate of Labour has appointed a committee which submitted a report on its findings in 1967. The report also includes a number of suggestions for concrete measures. As a consequence of the committee's report an official has been appointed to the Directorate of Labour with the special task of solving problems in connexion with women in economic life.

In co-operation with the Equal Wages Council, the Department of Family and Consumer Affairs, the Municipalities Department and the Central Bureau of Statistics, a nationwide survey has been planned, covering a representative selection of married women, to form the basis for an evaluation of women's own wishes and possibilities as regards taking an employment.

All newly appointed labour exchange officials now receive instruction at the departmental school in matters concerning the employment of women. Special emphasis is laid upon the problems which arise in connexion with women who have not been actively employed for some time, especially married women. Married women who wish to return to paid employment after having worked as housewives in their own homes for many years, will need special services from the labour exchange. There are plans for the establishment of retraining centres for these women. A three-day seminar concerning women in economic life has been held for the managers of labour exchanges in southern Norway. Seminars of this kind will continue until the managers of all labour exchanges in the country have participated.

Steps have been taken to establish a contact committee with representatives of ministries, governmental institutions, commerce and industries, in order to ease co-ordination and promote reciprocal information in questions which may be of importance in connexion with the employment of women.

Following the ratification of the ILO Equal Remuneration Convention, an Equal Wages Council was established in 1959, a permanent three-party organ, whose task is to provide an information service concerning equal wages, to investigate the question of equal wages in relation to the individual tariff areas, to consider remedies for possible disparities and to work for measures which may ease the position of women in economic life. This Council has conducted a number of surveys on questions relating to equal pay, education and employment among women, and on the basis of these inquiries has made proposals to the authorities and to the unions with the aim of improving possibilities for women in economic life. Besides investigating wages, the Equal Wages Council has prepared informative material for schools and organizations. The principal aim has been to increase appreciation of the fact that girls and boys should have equal education, and that men and women should have equal conditions of work.*

* A fuller account of the measures taken by the Government was given in relation to the questionnaire on the role of women in the economic and social development of their countries. It may be found in paras. 407-442 and 696-697, 738-746, 819, 851 of Background Paper No. 1 (I) and paras. 902-903, 1136-1153, 1408, 1444, 1578 and 1610 of Background Paper No. 1 (II), submitted to the twenty-second session of the Commission on the Status of Women.

PAKISTAN

[Original: English]

24 September 1969

Most of the objectives of the Declaration have already been achieved in Pakistan. The laws in Pakistan contain sufficient provisions under which the women enjoy civil and political rights and there is presently no need for revision of any law. The Constitution permits the election of women as President and the holding of other offices in Pakistan along with men. Women have the same right of vote as men have. Besides, seats are reserved for them in the National and Provincial Assemblies. They are not discriminated against in the matter of services on ground of sex except where specified posts or services are reserved for either sex. All educational institutions, in addition to those meant exclusively for women, are open to them. Equality of men and women is being observed in the field of social welfare.

Child marriage is prohibited under law and guardians marrying their minor girls are liable to penal action. There is a provision for registration of marriage in Pakistan. Efforts are being made to eradicate traffic in women as far as possible.

The Government of Pakistan has given publicity to the Declaration on the Elimination of Discrimination against Women in articles published in the press in all the languages of the country.

POLAND

[Original: English]
28 October 1968

Publicity

The text of the Declaration has been published in:

- (a) "8 March - the International Women's Day", a special publication of the Central Council of Trade Unions designed for women trade union activists;
- (b) the bulletin "Nasza praca" (Our Work), No. 3 of 1968, a bulletin designed for members of the Women's League;
- (c) a pamphlet prepared by the National Council of Polish Women and presented in the fall of 1968 containing, besides the text of the Declaration, information on women's rights and their realization in pre-war Poland and in People's Poland, and information on the same subject concerning various countries.

Varied information and commentaries on the Declaration have appeared in a number of leading women's weeklies such as Przyjaciółka (The Friend) (circulation 1,851,000 copies), Kobieta i Życie (Women and Life) (circulation 540,600), Zwierciadło (The Mirror) (circulation 93,000), Gospodyni Wiejska (The Rural Housewife) (circulation 110,000), and also in bulletins of the National Council of Polish Women.

Compliance with the principles of the Declaration

The principles of the Declaration have long since been recognized in law and in fact, and are constitutionally guaranteed.

The National Council of Polish Women co-operated with the ministries, institutions and organizations concerned in the appraisal of the realization of the principles of the Declaration which are being recognized in the national legislation. For example, on the initiative of the Council, a conference of its representatives and senior officials at the Ministry of Education and Higher Schools was being planned for the autumn of 1968. The conference is devoted to questions connected with the education and training of girls and women.

In relation to the forthcoming elections to the Polish Parliament and to the people's councils, the National Council of Polish Women has - on the basis of an analysis of the role played by women - worked out proposals designed to increase the number of women deputies and councillors, and has submitted these proposals to the competent government commissions.

ROMANIA

Original: French
20 September 1968

Publicity

The general public has learnt of the adoption of the Declaration through the Romanian Press. Similarly, some women's publications have, from time to time, printed articles on the principles underlying the Declaration.

Article 2

The legal and social status of Romanian women reflects the principles enunciated in the Declaration. The Constitution guarantees the equality of women and their right to participate actively and unrestrictedly in the economic, political, social and cultural life of the country.

Article 6

The capacity of women to exercise all their rights freely is in no way restricted by marriage. Marriage is based on the full equality of rights of men and women both in their conjugal relationships and with regard to their rights and obligations towards their children and the material and moral needs of their families.

Articles 9 and 10

Women, like men, are guaranteed the right to work, equal remuneration for work of equal value and access to all the professions and all forms of education. There are bodies of laws such as the Labour Code and the Family Code which contain special provisions concerning women and put into effect the principle of their equality.

The State has introduced and developed a series of economic and social measures designed to protect motherhood and to facilitate participation by women in all social, economic and political activities, and, at the same time, to permit women to discharge their family obligations as mothers and wives.

Future action

With a view to improving the status of women on a continuing basis, the Women's National Council, in co-operation with other civic organizations and State institutions, is taking the initiative in conducting surveys on the different aspects of women's life and activity.

SINGAPORE

Original: English
17 September 1968

Article 2

In Singapore there is no law or regulation which discriminates against women. In our constitution there is the provision that "all persons are equal before the law and entitled to the equal protection of the law".

We are currently considering the international instruments of the United Nations and the specialized agencies to which we have not yet acceded.

Article 4

Women have the same rights as the men to vote and to stand for election. The same equality goes for public offices and public functions.

Article 5

Women have the same right as men in regard to nationality. A foreign woman does not lose her nationality by marrying a Singapore citizen and she does not acquire Singapore citizenship automatically as a result of the marriage. She has to apply for it after satisfying the residential requirements.

Article 6

In matters like property rights, legal capacity, and rights of husband and wife, equality has always been our guiding principle in our laws in relation thereto. The normal minimum age for marriage in respect of both sexes is the same, which is eighteen. Our laws provide for the registration of all marriages.

Article 8

All forms of traffic in women and the exploitation of prostitution of women are severely dealt with under the law. Such offenders are liable to be punished with imprisonment for a term not exceeding five years and shall also be liable to a fine not exceeding ten thousand dollars.

Articles 9 and 10

So far as education is concerned, the women in Singapore enjoy the same rights and privileges as the men. They enjoy the same freedom in regard to the choice of a profession or employment. In the public service, the terms of employment of the women are the same as that for the men. Women are not dismissed on account of marriage and they enjoy paid maternity leave.

Article 11

It has always been the policy of the Singapore Government to treat both sexes equally and it has always endeavoured to eliminate all forms of discrimination against women on account of sex alone.

SWEDEN

Original: English

10 October 1968

The essential provisions of the Declaration have been reproduced in an official publication called Aktstycken utgivna av utrikesdepartementet, My Serie 1:17:17, 1968 (in the series of documents published by the Royal Ministry for Foreign Affairs).

Legislation, with some few exceptions, makes no distinction between men and women with regard to rights and obligations. The few points on which the law still contained such distinctions, such as marriageable age in family law, surviving dependents' benefits in the national pension scheme (currently payable only to widows and not to widowers) and the taxation system are now under review.*

Several legislative reforms are being considered as part of the current efforts to promote equality between the sexes. Inter alia such reforms would affect marriage law, abortion legislation and family taxation regulations.*

The question of equality between the sexes, in general, has been given widespread attention, especially during the 1960s. Considerable efforts are being made to eliminate all forms of discrimination against women. Specifically, a series of reforms of a non-legislative character are presently being undertaken as a part of the Government's efforts towards this aim. Among others, mention is made of the vigorous expansion which the educational system, the labour market policy and institutions for the care of children of working parents are undergoing.**

In addition, it is noted that all political parties as well as the biggest employee's associations have produced programmes aiming at the realization of the ideas contained in the Declaration. Conferences and public debates on the subject have taken place and research concerning the effect of the so-called sex roles is

* A fuller account of these legislative and other reforms was given in the reply of the Government of 1 July 1968 in relation to the questionnaire on the role of women in the economic and social development of their countries. The pertinent information may be found in paragraphs 1200-1378 of Background Paper No. 1 (II) submitted to the twenty-second session of the Commission on the Status of Women.

** See Background Paper No. 1 (II), paragraphs 1200-1378.

being conducted by Swedish scientists in collaboration with other Scandinavian countries. In addition to these and other activities, surveys are being conducted by Government bodies and commissions on various subjects relevant to the question of equality between the sexes.***

In this context it is emphasized that the general policy of the Swedish Government with regard to problems of discrimination against women is to solve them in an "integrated" manner. This policy is being implemented by referring to the problem of women's wages, which is considered to be an important component of the low-wage problem as a whole, and which is, therefore, being dealt with by the Government commission set up to study the matter of low incomes. The efforts of the authorities and organizations towards the elimination of discrimination of women have quite naturally been reflected in the mass communications media. The Swedish Press has devoted considerable space to the question of equality between the sexes. The Swedish Broadcasting and Television Corporation decided to produce a series of ten programmes on the subject of "Conditions for Equality - on Men and Women in the World of Today", which were broadcast during the autumn of 1968 to celebrate the International Year for Human Rights.

*** See Background Paper No. 1 (II), paragraphs 1224-1236.

SYRIA

[Original: English]

29 September 1969

The Syrian legislation is based upon the equality of all citizens irrespective of their sex. Therefore, Syrian laws contain no discriminatory provisions against women.

The Provisional Constitution of the Syrian Arab Republic declared the full equality of men and women and has unequivocally guaranteed the advancement and the welfare of all its citizens irrespective of sex.

The Government of the Syrian Arab Republic, which is implementing a comprehensive plan for social and economic development, has continuously encouraged and promoted the increased participation of women in the political, economic and social life of the country.

TOGO

[Original: French]

9 July 1969

Article 6

The de facto equality which Togolese women have acquired in marriage has been ratified by provisions guaranteeing them equality in civil rights.

There is no discrimination against women in Togo.

Article 7

In law, women have the same rights as men both in criminal and civil matters. Penalties for breaches of the law are the same for women as for men.

Article 10

Women have the right to the same employment opportunities as men at every level.

Through the liberal professions, women play an important part in the political, economic and social life of the country. Thus, the leading children's judge is a woman, who combines that function with her duties as a cantonal judge. As a member of the judiciary, she is responsible, together with her male colleagues, for the formulation of new laws. A woman who has been elected Chairman of the Special Delegation of the City of Lomé is also mayor of that city.

Many women are employed by the Government and some of them are in positions of responsibility, as, for instance, the Head of the Department of Social Affairs and the heads of nursery and other schools.

TURKEY

(Original: Turkish)

4 December 1968

Article 5

Nationality: Subject to certain conditions, the husband's nationality determines the nationality status of the conjugal community. Article 5 of the Turkish Nationality Act (Act. No.403), of 11 February 1964, reads:

"An alien woman who marries a Turkish national shall automatically acquire Turkish nationality if she expresses the wish to become a Turkish national in the manner prescribed in article 42, if she is stateless or if she loses her former nationality in consequence of the marriage. If the marriage is ruled invalid, the woman shall retain Turkish nationality provided that she has entered into the marriage in good faith. A child born of a marriage which has been ruled invalid shall retain Turkish nationality even if his mother or father entered into the marriage in bad faith."

The purpose of this provision is to protect the conjugal community and the children.

Article 6

In Turkey the law recognizes no difference between man and unmarried woman. However, the Turkish Civil Code places the husband in a higher position than his wife. This is apparent in connexion with the following matters in particular:

Head of the conjugal community: The husband is the head of the conjugal community. Although the Civil Code recognizes the equality of the sexes in a general sense, it makes the husband the head of the conjugal community in order to protect the latter.

Surname: The husband's surname constitutes the name of the conjugal community. Since the wife is obliged to bear her husband's surname, and children that of their father, the name of the community formed by them is the husband's surname.

Residence: The husband's domicile constitutes the domicile of the conjugal community. Since under the provisions of article 21 of the Civil Code the husband's domicile constitutes his wife's domicile and the parents' domicile constitutes the domicile of the children under their parental power, the husband's domicile constitutes the domicile of the conjugal community as long as the marriage and rights exercised by virtue of parental power continue to exist.

Authorization: The wife must obtain her husband's authorization to engage in an occupation or profession; in other words, the husband has the right to deny her authorization to do so.

Exercise of parental power: If the mother and father are unable to agree on the exercise of parental power, the father's views shall prevail. This provision too accords the husband a broader right and a higher position in the conjugal community.

Choice of residence: Under the Turkish Civil Code, the woman is obliged to live in the house chosen by her husband.

Representation: The right to represent the conjugal community is vested in the husband. Although the wife too is competent to represent the community, this competence is more restricted than that of the husband.

In Turkey the woman is not under her husband's authority and guardianship. The provisions referred to above are intended not to establish a relationship of superiority and inferiority between men and women but to protect the conjugal community. Consequently, there is deemed to be no conflict between existing Turkish law and General Assembly resolution 2263 (XXII).

In Turkey the choice of the matrimonial régime - community of goods or the régime under which the wife retains ownership of her property but the husband, as the head of the conjugal community, administers it - is left to the spouses, and under the chosen régime the husband and the wife are in a position of equality. Accordingly, the choice of matrimonial régime does not entail any discrimination against the woman.

The authority of the husband in respect of the wife's engaging in an occupation or a profession is the natural consequence of his being the head of the conjugal community, as stated above. However, this does not mean that the woman is under her husband's authority and guardianship. In every association or company, in every society, a leader is chosen in the interests of orderly procedure. The conjugal community too is a small association, and the husband is made the head of that community in order that it may function smoothly.

UKRAINIAN SOVIET SOCIALIST REPUBLIC

[Original: Russian]

20 September 1968

Publicity

The progress of the preparation of the Declaration and consideration by United Nations bodies was reported by the mass information media of the Ukraine. An article containing a detailed analysis of the text of the Declaration was published in the legal journal Radyanske Pravo No. 2, 1968. The monthly publication Radyanska Zhinka regularly publishes a great variety of material on particular aspects of the problem of implementing the principle of equal rights for men and women.

Article 2(a)

The principle of the equality of men and women was established in the legislation of the Ukrainian SSR long before it was proclaimed in the United Nations Declaration on the Elimination of Discrimination Against Women and is applied consistently in all spheres of political, social, economic and cultural life.

In conformity with the provisions of the Declaration, the principle of equal rights for men and women is affirmed in Article 102 of the Constitution of the Ukrainian SSR. Guarantees to ensure the practical application of this principle are also laid down.

Article 2(b)

The Ukraine is a party to many international instruments of the United Nations and the specialized agencies relating to the elimination of discrimination against women, including the Convention on the Political Rights of Women, the Convention on the Nationality of Married Women, the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, the ILO Convention No. 45 concerning the Employment of Women on Underground Work in Mines of all Kinds, Convention No. 100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, Convention No. 103 concerning Maternity Protection, the UNESCO Convention against Discrimination in Education, etc.

Article 4

The way in which women's political rights are exercised in practice may be illustrated by the fact that in 1967, more than 40 per cent of the total number of deputies elected to the Supreme Soviet, were women. Senior posts in all areas of State administration and in public organizations are readily accessible to women, who account for more than 25 per cent of all such staff.

Article 5

The provisions of the 1957 Convention on the Nationality of Married Women applied in the Ukrainian SSR since women enjoy equal rights with men with regard to nationality.

Article 6

The provisions and principles governing the legal status of women in civil and family law are reflected in the Civil Code of the Ukrainian SSR (parts I and II) and in the Code of Acts on Marriage, the Family and Guardianship and Civil Status of the Ukrainian SSR adopted in 1926 (amended on 1 September 1958).

Article 7

No provisions of the Criminal Code of the Ukrainian SSR constitute discrimination against women. The Ukrainian SSR has ratified the 1950 Convention on the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others and its provisions are duly reflected in Ukrainian legislation, particularly, the Criminal Code (article 210).

Article 9

The way in which the principle of equal rights for women in education is applied in practice may be illustrated by the fact that at the end of 1966, women specialists with higher and specialized secondary education accounted for more than 56 per cent of all the specialists employed in the Ukrainian economy.

The number of women studying at higher and secondary specialized educational establishments is increasing every year. Thus, in the academic year 1964/1965, the proportion of women students was more than 41 per cent, in 1965/1966 more than 42 per cent and in 1966/1967 nearly 44 per cent. Curricula are exactly the same for both sexes. Women students have equal opportunities for obtaining grants and other forms of assistance and for obtaining work after completion of their studies.

Article 10

The way in which equal rights are ensured for women in the economic and social life of the Ukrainian SSR can be seen from the fact that at the end of 1966, women account for 48 per cent of all manual and non-manual workers employed in the country.

In view of women's physiological constitution, and in the interests of mother and child protection, the labour laws of the Ukrainian SSR contain a number of special rules and restrictions regarding the use of female labour, which are not of a discriminatory nature. Thus, it is forbidden to use female labour for arduous or

unhealthy work. A special list has been made of particularly arduous and unhealthy jobs and professions which are not open to women (work in the extractive, metallurgical and chemical industries, work on construction sites, etc.).

The principle of equal remuneration for work of equal value is applied in all sectors of the Ukrainian economy. Remuneration is based on the quantity and quality of work done.

Women enjoy equal rights with men to leisure, getting an annual vacation with pay varying from two weeks to two months, depending on the nature of the work.

Women enjoy equal rights with men to social insurance and disablement and retirement pensions. While men are entitled to pensions at sixty, women get them at fifty-five, and a woman who has given birth to and raised five or more children gets one at fifty.

Particular care is given to women during pregnancy and confinement and while they are nursing their children. In order to create appropriate conditions for the normal development of the child and to protect the health of the mother, under the labour laws of the Ukrainian SSR women get a fully-paid special maternity leave of 112 calendar days in addition to their usual annual vacation; if two or more children are born, or if there are complications at birth, the post-natal leave is extended. Pregnant and nursing mothers also receive various privileges and allowances.

Great care is also taken to lighten the task of mothers bringing up the younger generation. In the Ukraine there is a comprehensive system of crèches, kindergartens, pre-school and out-of-school institutions, which help in raising the children and give the mothers a chance to participate in the social and economic life of the country.

UNION OF SOVIET SOCIALIST REPUBLICS

[Original: Russian]

19 September 1968

Publicity.

The Declaration has been given wide publicity in the Soviet Union by the women's periodicals Rabotnitsa, Krestyanka, Sovetskaya zhenshchina, Zhenschchiny mira (Russian edition), among others.

Article 2

Implementation of the principle of equal rights for women in society and in the family, which formed the basis of the Declaration, began long ago in the Soviet Union. They were proclaimed in the first Soviet decrees adopted immediately after the victory of the Great October Socialist Revolution in 1917 and were later reflected in the Constitution and legislation of the Soviet Union and the Union Republics.

Article 122 of the present USSR Constitution, adopted in 1936, reads:

"In the USSR women are accorded equal rights with men in all spheres of economic, government, cultural, political and other public activity."

The Constitution not only proclaims the equality of women and men but also provides guarantees for the practical implementation by women of their rights.

The USSR Constitution guarantees to women an equal right with men to work, payment for work, education, leisure, social insurance and social welfare, and equal civil, property and family rights.

In some cases women enjoy preferential rights by comparison with men, such as special safeguards for female labour, maternity benefits, etc.

The guarantees designed to enable women to occupy an equal place in society and the family include State protection of the interests of mother and child, paid leave for women during pregnancy and childbirth, State aid to mothers of large families and unmarried mothers, an extensive network of kindergartens, crèches, children's out-of-school institutions, after-school establishments and groups, and so on.

With regard to specific principles contained in various articles of the Declaration, the situation is as follows:

Article 4

Article 137 of the Constitution of the USSR states: "Women have the right to elect and be elected on equal terms with men."

The State not only proclaimed this right but established conditions enabling women to exercise it. The Constitutions of the USSR and the Union Republics, as well as special Soviet electoral laws, provide that women may vote for and be elected to all posts, from the highest to the lowest, in all organs of State power.

Soviet electoral law is characterized by features (suffrage in the USSR is universal, direct, equal and by secret ballot) which give women every possibility to play a direct part in elections to organs of State power.

Article 6

Soviet law concerning civil and family rights also consistently reflects principles of complete equality between men and women and provides the strongest possible safeguards for the interests of mothers and children.

In accordance with the Constitution of the USSR, legislation relating to marriage and the family forbids any restriction of women's rights on the grounds of race, nationality, religion or property status.

Under Soviet law, marriage may be contracted by any citizen, irrespective of their nationality and colour, provided that they have reached a specified age and have given mutual consent.

Under the laws of the RSFSR the minimum age for marriage is eighteen years. In some Republics the minimum age for marriage is one or two years lower, on account of certain special conditions relating to the people's physical development and to particular historical and national considerations.

The prospective spouses may decide whether they will take as their family name the husband's, the wife's, or a combination.

Should the place of residence of one of the spouses be changed, the other spouse is not obliged to follow. Both wives and husbands are completely free in their choice of an occupation or profession.

Management of the household is conducted through the mutual consent of the spouses. The spouses retain individual ownership of the property they owned at the time of marriage. Property acquired during the marriage is regarded as jointly owned by the spouses even where the wife's occupation is solely housework and raising children.

The law upholds the rights of inheritance of women and children. Children, the spouse and parents rank first in order of succession. The two spouses and other members of the family have equal housing rights.

In the USSR, married couples are free to divorce. In order to strengthen family ties, and in the interests of women and children in particular, the law imposes

certain restraints on the dissolution of marriage. The divorce of married couples with minor children must be pronounced by the town or district people's court, which first endeavours to reconcile the spouses. The marriage is dissolved if the court finds that it is impossible for the spouses to continue to live together and maintain the family. The husband may not, without the wife's consent, take steps to dissolve the marriage during the wife's pregnancy or within one year following the birth of a child.

In cases where the children are of age, the couple may dissolve the marriage at the Civil Registry Office.

Legislation relating to marriage and the family also lays down obligations on the part of the spouses with regard to mutual support.

The spouses are obliged to render one another material support. In cases of refusal to give support, an incapacitated spouse, including a wife during pregnancy and during the first year of the child's life, in need of material assistance, has the right to receive, by court order, maintenance (alimony) from the other spouse if the latter is able to provide it. This right continues after the dissolution of marriage.

Husband and wife have equal rights and duties with regard to their children.

Article 9

The following factors create favourable conditions for the exercise of women's rights to education and higher qualifications: general compulsory eight-year education and the transition to compulsory ten-year education now being implemented; a well-developed network of secondary specialized and higher educational establishments; the development of correspondence and evening classes; the fact that all types of education are free; state grants for pupils of secondary specialized and high schools; the use of the mother tongue as the language of instruction; an extensive system for the provision of free instruction in production techniques for working people, given in various courses, colleges, groups, etc.; and a well-developed system for on-the-job training of qualified workers by means of individual and team instruction.

In 1967 41,000,000 women, accounting for 50 per cent of the total labour force, were engaged as workers and employees in the national economy. They comprised 47 per cent of the labour force in industry, 85 per cent in the health services, 72 per cent in education and 45 per cent in science and scientific services.

Article 10

Article 118 of the USSR Constitution defines the right to work as "the right to employment and payment for work in accordance with its quantity and quality".

In the socialist society the concept of the right to work means that each person is assured of the possibility of obtaining work according to his qualifications, with corresponding remuneration and favourable working conditions.

The legal guarantees of women's right to work include freedom of the labour contract; that is, they may freely enter the status of employment (this applies to all citizens of the Soviet Union) and terminate that status.

It is prohibited by law to deny employment at state undertakings or institutions and collective farms on account of sex (apart from work that is especially harmful to or too strenuous for women, as laid down in a special list of such duties).

Discrimination against women in employment on account of age is also excluded. All women have the right to work as from the age of sixteen.

There is no problem in employing older women. Even women who are receiving old-age pensions may continue to work if they so desire.

Marriage and maternity do not constitute grounds for refusal by an administration to employ a woman or to dismiss her. The refusal to employ women or their dismissal, because they are pregnant or because they are nursing mothers, is a criminal offence, punishable under article 139 of the RSFSR Penal Code.

Legislation on the subject includes a number of measures aimed at safeguarding the work and health of mothers and at creating conditions whereby women are not obliged to leave their work because of the birth of a child. On their doctor's recommendation, pregnant women are transferred to lighter work with no reduction in pay.

Female workers, employees and collective farm workers are granted paid pregnancy and maternity leave of fifty-six calendar days before and fifty-six calendar days after the birth. In the case of abnormal deliveries or the birth of two or more children, the leave following the birth is increased to seventy calendar days. Maternity leave is granted to women regardless of the length of their service at the undertaking, institution or collective farm. If a woman worker so wishes, her regular annual leave must be granted in conjunction with her maternity leave (article 6 of the Decree of the Presidium of the USSR Supreme Soviet of 8 July 1944). If she requests it, the administration is obliged to grant additional unpaid leave. A woman retains her post and continuity of service for one year after childbirth.

In addition to the general work breaks, the working mother is allowed additional periods of not less than half an hour every 3.5 hours in order to feed her child. Such breaks are granted to the mother throughout the entire period of actual breast

feeding. During bottle-feeding the mother is also allowed an additional interval until the child reaches the age of nine months. The mother can accumulate these intervals and add them to the mid-day break or she can reduce her working days correspondingly. The additional breaks are paid as working time.

Special attention is attached to the exercise by women of the right to perform according to their qualifications or special skills and therefore to the improvement of such qualifications and skills if they are to realize their equality with men with regard to posts of work.

Women's rights to perform skilled work is guaranteed by granting them the same rights as men to general education, by identical instruction programmes for boys and girls, by equal rights to vocational education and joint instruction on an equal footing in higher and secondary specialized educational establishments. Women are free to choose any type of training and to acquire any vocation or skill. Women who are studying receive the same maternity privileges as working women. Those who study while continuing productive work enjoy various privileges connected with their work (for example, they are granted paid leave when taking examinations or working on theses).

The principle of equal pay for equal work has been put into practice since the very first days of Soviet power and was reaffirmed by the Soviet Union in 1956, when it ratified International Convention No. 100 concerning equal pay for equal work. The implementation of this principle is a result of the fundamental law of socialism: "From each according to his ability, to each according to his work". This principle is embodied in the USSR Constitution (article 12,122).

The introduction by Soviet law of uniform methods for calculating remuneration for work provides a guarantee that the payment received by women for their work is equal to that of men. In the USSR all work rates, piece-work rates, officials' salaries and wage scales are the same for men and women and are fixed according to the nature of the work, its difficulty, its significance for the national economy and the working conditions.

The Soviet Union has created a widespread system of children's establishments (crèches, kindergartens, after-school groups) which play a significant part in improving conditions for working women. At the present time, 9 million children attend kindergartens, crèches and day nurseries. Under the provisions of the five-year plan, over 11 million children will be attending pre-school institutions

by 1970. Thus, it will be possible broadly to satisfy urban requirements in this respect and also to improve such services considerably in rural areas.

A great deal has been done in the Soviet Union to develop public catering facilities and domestic services. At the present time, more than 4 million persons take meals in public dining rooms, restaurants, cafés, etc.

Each year sees an increase in the over-all production of domestic appliances (refrigerators, electric washing machines, vacuum cleaners, dryers, and various cooking appliances). Domestic services are now becoming an important mechanized sector of the national economy, which will make possible to develop to the full the use of appliances for the household. This important matter is the particular concern of the Ministry of Public Services which has recently been set up in all the Republics of the Soviet Union. These developments do much toward creating conditions which will enable women to perform work useful to society without neglecting their family responsibilities.

Payment for work on State collective farms is also calculated on the same basis for men and women. Women collective farm workers have the right to equal conditions with male workers in regard to ordinary and supplementary pay of all kinds.

There are not only various safeguards to ensure equal pay for women doing the same work as men, but also legal provisions to deal with violations of the principle of equality.

In the USSR women and men enjoy the same safeguards in respect of labour protection, namely, a five-day working week with two rest days and, in most sectors, a forty-one-hour working week.

Labour regulations also provide special safeguards for women's work; it is forbidden to employ women in heavy work and in jobs injurious to women's health (p.129 of the Labour Code), such as underground work, smelting and casting of liquid metal, and work in certain branches of the chemical, printing, mining, tanning and other industries.

In the Soviet Union, working women are entitled to receive social insurance benefits for all forms of temporary loss of earning capacity, pregnancy and childbirth, old age and incapacity.

The pensionable age for working women in the Soviet Union is fifty-five years. In certain sectors of industry involving intensive work, women are entitled to retire on pension at fifty, and in certain cases forty-five years of age. In addition, mothers with five or more children whom they have raised until the age of eight years are entitled to retire on pension at fifty years of age.

UNITED ARAB REPUBLIC

Original: English

25 November 1968

Article 4

Women are granted full political rights and enjoy many privileges as a result of their actual participation in public life and in the development of their society.

Article 6

Concerning the principles embodied in the Declaration concerning personal rights, the Egyptian woman is on an equal footing with man as far as civil rights are concerned.

Private law and the rights of women are a field which is still the subject of study by the Ministry of Justice.

As regards the principle of equality between husband and wife before the law, especially in granting women the same right men enjoy in the choice of the partner and in concluding the marriage contract; some of these provisions are applied in the United Arab Republic as they are in conformity with the rules of the Islamic legislation which calls for mutual consent of the two parties in marriage.

As regards the necessity of eliminating discrimination between father and mother towards their children, the Islamic legislation dealt with the right related to child care and guardianship, and maintains a balance between the mutual rights and commitments of man and wife towards their children.

As regards the necessity of fixing a minimum age for marriage, an organizational law is now being put into force in conformity with the Egyptian Law issued in 1923 which determined the minimum age of marriage 16 years for girls and 18 for boys and provides that any marriage that takes place before this age is considered as null and void.

UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND

Original: English

24 September 1968

Publicity

The text of the Declaration has been brought to the attention of the government departments concerned. The United Kingdom Committee for Human Rights Year has made the elimination of discrimination against women one of its four major aims and in this connexion is giving publicity to relevant United Nations instruments.

Article 10

Among recent developments with regard to the principle contained in subparagraph 1 (b) of article 10, discussions have commenced with both sides of industry with a view to reaching agreement on a time-table for implementation of the principle of equal pay for equal work with due regard to the Government's prices and incomes policy.

UNITED STATES OF AMERICA

[Original: English]

31 December 1968

Publicity

Early publicity for the Declaration was provided by the New York Times, which published the text in full on 8 November 1968, the morning after it was adopted by the General Assembly. Since the New York Times has wide circulation throughout the United States, women's organizations and others were able to make prompt use of the Declaration, in some cases reproducing the text in their own magazines or other publications. Many of these groups had shared in consultations with the United States representative on the Commission on the Status of Women during the drafting of the Declaration, and had already made plans to include it in their work programmes.

Another important channel for publicity was the Citizens' Advisory Council on the Status of Women, which provides regular information to the Commissions on the Status of Women in the various States. The text of the Declaration was published in the Newsletter issued by this Committee. Organizations and leaders working in the field also receive the Newsletter.

The United Nations publication of the Declaration has been helpful in meeting the many requests for the text received by the Department of State and by the Women's Bureau in the Department of Labor.

General support of the Declaration

The comprehensive programme of the many Commissions on the Status of Women in the United States embraces the full range of rights and objectives set forth in the Declaration on the Elimination of Discrimination against Women. These commissions were organized in each of our States pursuant to recommendations of a national Commission on the Status of Women appointed by President Kennedy in 1961. Commissions have also been organized in certain cities, in the Virgin Islands, Puerto Rico, the District of Columbia, and elsewhere.*

Continuing implementation of the recommendations by President Kennedy's Commission on the Status of Women is promoted by two committees at the national level, one representing government agencies and the other an advisory body of citizens. In addition,

* For an account of these developments, see document E/CN.6/494/Add.1.

the Women's Bureau in the Department of Labor provides technical assistance and staff. One of the important events each year is a National Conference on the Status of Women in Washington. The programme for the 1968 Conference featured reports on the many changes accomplished or under way in State legislation - particularly important because matters of family law and of education are largely the responsibility of State governments. Full reports of these annual conferences are published. They often become work-books for women's organizations and other bodies interested in achieving further goals.

Article 4

A major concern is encouragement for women in public office.

Article 9

Some commissions have set up guidance centres for girls, and others have established continuing education programmes for mature women who wish to return to school or prepare for entry or re-entry into the labour force.

Article 10

During the past year the United States Commissions on the Status of Women continued to be successful in placing new minimum wage laws and strengthening amendments on State statute books. They were also instrumental in several States in obtaining gains in equal pay and fair employment practices legislation. A major concern is promotion of better job opportunities at higher pay. The expansion of child care and homemaker services, particularly to meet the needs of working mothers, have received major attention by the Commissions this year. The 1968 report of the President's Equal Opportunity Commission was of special interest since through this, women and others can obtain redress for discrimination in employment and access to vocational training.

VENEZUELA

22 September 1969

Article 61 of the National Constitution expressly provides that "Discrimination based on race, sex or creed or social condition shall not be permitted". The wording of this article is sufficiently comprehensive to prevent any misunderstanding concerning the scope of women's rights and, furthermore, precludes the existence - present or future - of any law, ordinance or decree of the land that could be interpreted as violating the principle the equality of women which is inherent in the Constitution.

Venezuelan women participate actively and directly in political, economic and social life. Hence we cannot conceive of any measure which would further enhance women's rights as proclaimed in the Constitution.

II. REPLIES OF SPECIALIZED AGENCIES

INTERNATIONAL LABOUR ORGANISATION

/Original: English/

A summary of the provisions of the Declaration was published in the June 1968 issue of the International Labour Review.

Copies of the text of the Declaration have been circulated to the members of the ILO Panel of Consultants on the Problems of Women Workers.

The text of the Declaration was referred to the International Organizations Committee of the Governing Body at its February-March 1968 session. The report of the Committee, subsequently approved by the Governing Body, contains the following passage:

"Employer, worker and government members widely welcomed the adoption by the General Assembly of a Declaration on the Elimination of Discrimination against Women, with the preparation of which the ILO had been associated, and many provisions of which were based on existing ILO standards. The provisions of the Declaration which related to matters dealt with in those standards should not be regarded as superseding them, but the ILO instruments, which had played a pioneering role, should on the contrary be used as a tool for the effective implementation of the Declaration. Indeed the Employer members felt that the Declaration should be applied in the light of the Equal Remuneration Convention, 1951, and the Discrimination (Employment and Occupation) Convention, 1958. The Committee expressed the wish that the Governing Body would itself express its satisfaction at the adoption of the Declaration, to which its special attention is drawn."

UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION

/Original: English/

The November 1968 issue of the UNESCO Courrier was entirely devoted to the theme of human rights in general. Particular publicity was given in this issue to the implementation of the Declaration.

The UNESCO Human Rights Exhibition, prepared for Human Rights Year, devoted an entire panel to the emancipation of women, featuring a wallsheet entitled "Women in Revolt: 1743-1967".

Since November 1967 the Press Division has edited and distributed in English, Spanish and French eight articles published in the UNESCO Features and one article published in the UNESCO Chronicle.

An illustrated leaflet to be used for fund-raising for the Gift Coupon Programme beneficiary projects is in preparation. It is proposed to cite the Declaration when dealing with the several beneficiary projects in favour of women's education. The leaflet will be issued in English, French and Spanish, and distributed free, in quantity, to the nineteen countries on the donor list and to the eleven international non-governmental organizations working actively to attract contributions to Gift Coupon beneficiary projects.

UNESCO is at present engaged in the making of a film on the access of women to education which, by its nature, will of course point out the problems still existing in discriminatory treatment against women in many fields.

III. REPLIES OF NON-GOVERNMENTAL ORGANIZATIONS

Category I

INTERNATIONAL COUNCIL OF WOMEN

Original: ENGLISH

The following steps have been taken by the Council to give publicity to the text of the Declaration:

(1) The headquarters of the organization multigraphed copies of the text of the Declaration and sent them to its international offices and national councils;

(2) The Convener of the ICW International Standing Committee on Laws and Suffrage addressed a circular letter to the sixty-three national councils of women containing the text of the Declaration, explaining its significance and suggesting measures for making the best use of it at the national level;

(3) The United Nations pamphlet containing the text of the Declaration was sent to the sixty-three national councils of women;

(4) Several national councils have widely distributed the text of the Declaration in their national language (Peru, Philippines, Denmark); the bulletins of a number of national councils have published the text of the Declaration (Australia, among others);

(5) The All Pakistan Women's Association distributed the text of the Declaration during its Triennial Conference on the advancement of women held in 1968; the Conference, which was attended by more than 500 women, held a special session to discuss the Declaration;

(6) The Mass Media Committee of the ICW, during a campaign to promote women's rights in general, has asked the affiliated councils to schedule a "women's hour" type programme in radio broadcast and television and to prepare articles in the "women's page" of national newspapers and magazines to explain how human rights affect women.

The following measures have been taken by the organization:

(1) The International Standing Committee on Laws and Suffrage addressed a plan of work for all national councils (1966-1969) entitled "Planning of long-term programmes for the advancement of women; study and implementation of the United Nations Declaration on the Elimination of Discrimination against Women". Based on this request, the Declaration has become the centre of an inquiry into the status of women in law and practice with regard to access to education and to professional life, the civil service and political office. This inquiry has been pursued in France, Greece, Finland, Lebanon, Sierra Leone, Kenya, Tunisia, Canada, Guatemala, Colombia, Trinidad and Tobago, India, Pakistan, Thailand, Australia, New Zealand and the Philippines;

(2) A number of national councils have worked towards the improvement of the legislation in their respective countries with regard to, for example, equal salary, right to work, property rights of married women and parental rights (Austria, Belgium, France, United Kingdom, the Netherlands, Norway, etc.). Other national councils have been effective in helping the implementation of the rights already granted to women (Greece); in carrying out programmes aimed at solving several of the problems of the country concerned (eradication of illiteracy and community development in Pakistan);

(3) Two national councils have been singled out as carrying out special activities during the year; the National Council of France has prepared in 1968 a programme of action for equal rights of men and women with regard to parental rights and duties and professional education; and the National Council of South Africa has published a report on the progress made in the country during the past twenty years towards a removal of legal disabilities of women;

(4) Several national seminars have been organized recently to promote the advancement of women within the lines of the United Nations human rights activities in this field: after the 1966 United Nations Seminar on the long-term programme for the advancement of women held for Asian participants in Manila, the Philippines, the National Council of India held a NGO national seminar on the same subject in Bombay; a seminar on the Declaration, for 100 affiliated societies was held in Greece during 1968. Several seminars have also been held in Trinidad and Tobago, sponsored by the National Council. Plans are being made for the organization of a European seminar in 1969 as a follow-up of the 1967 United Nations International Seminar on the Civic and Political Education of Women held in Helsinki in August 1967. The provisional agenda of the Seminar draws attention to the Declaration as a tool for the advancement of society. Councils of women in Africa are planning to hold a workshop in Cameroon early in 1969 to discuss "The African Woman - Her Contribution to Development". This theme provides an opportunity for examining the capacity of the African woman to take part in the social and political life of her community, both in law and in practice and will be studied in the lines of the principles of the Declaration. In a resolution adopted by the National Council of Women of the Dominican Republic, it was decided, inter alia, to give as wide publicity as possible to the text of the Declaration and it was agreed to organize in 1969 a national seminar to develop the principles contained in it.

WOMEN'S INTERNATIONAL DEMOCRATIC FEDERATION

/Original: English/

The WIDF, in line with the principles laid down in its programme and the appeal sent out to the NGOs, is striving to promote its de jure and de facto implementation.

It has twice published the text of the Declaration and has circulated it widely, asking its national organizations to publicize it among the women of all continents.

Regarding the measures outlined in articles 9 and 10 of the Declaration, the WIDF sponsored two regional seminars in July, 1968 in Latin America, in observance of the International Year for Human Rights.

The South American women's seminar in Santiago de Chile, supported by the University of Chile, analysed and discussed the economic, social, legal and educational status of women in the region.

The Central American and Caribbean women's seminar on "Defence of the Rights of Women and Children to Life, Well-Being and Education" was held in Mexico City with financial support from UNESCO.

The resolutions of these seminars reflect general concern over the status of women and children and contain a series of recommendations for promoting women's rights, child welfare, democracy and peace.

It was decided to press the governments to take action ensuring implementation of the international documents and ratify them if they had not already done so.

The participants pledged to intensify their activities in broadest unity, so that the June 1969 World Congress of Women, convened by the WIDF, could strike a balance of the progress made and indicate new, still more effective paths.

The WIDF believes that the harmonious development and utilization of human resources in all countries, and especially in the developing countries, largely depends on effective implementation of the Declaration, and that women's involvement in economic, social and cultural life contributes to the country's economy, the well-being of families, and the personality development of women.

The WIDF will call on its affiliated organizations to make the Declaration still better known so that all women will be aware of their rights. It will urge them to support the work of the Commission on the Status of Women to implement the Declaration, and to see that the Governments endeavour to promote it.

Category II

ALL INDIA WOMEN'S CONFERENCE

/Original: English/

The text of the Declaration has been published in the organization's magazine Roshni and it is expected that the local journals of the different branches will reproduce in the local languages the text of the Declaration, after a request to them by the headquarters to this effect.

The organization has been trying to undertake the implementation of the principle of equal political and civil rights for women, already recognized in the national legislation, through its local associations' journals and meetings.

ASSOCIATED COUNTRY WOMEN OF THE WORLD

/Original: English/

The text of the Declaration has been published in the May/April 1968 ACWW magazine The Country Women, a publication with a circulation of 11,000 copies. During the twelve triennial conferences of the organization, held in Michigan, United States of America, from 3 to 14 September 1968, participants received copies of the text of the Declaration.

The Federated Women's Institutes of Canada, a member society of the ACWW, is presenting briefs to the Royal Commission on the Status of Women, with particular reference to the rights of countrywomen in marriage, divorce, employment, taxation and pensions.

The All Pakistan Women's Association, a member society of the ACWW is giving special attention to the needs of women and children in Pakistan. The All Pakistan Women's Association is concerned with the promulgation of Muslim family law; as a result of its work, the society has succeeded in introducing Pakistani women to the international world.

INTERNATIONAL ABOLITIONIST FEDERATION

/Original: French/

Two articles were published in the Federation's organ Revue abolitionniste. The first, entitled "Discrimination et prostitution", described the background to the text. The second, bearing the same title, reproduced article 8 of the Declaration and expressed the hope that States would ratify the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others and enact appropriate domestic legislation.

INTERNATIONAL ALLIANCE OF WOMEN

/Original: English/

The text of the Declaration has been published in the International Women's News, a monthly paper which is distributed to members of the Alliance throughout the world.

The headquarters of the organization has written to all the affiliated organizations sending them a copy of the Declaration and urging them to study the text with a view to taking action to see that it is implemented in their own countries.

INTERNATIONAL COUNCIL OF JEWISH WOMEN

/Original: English/

A copy of the Declaration was forwarded to the President of the organization and to the United Nations Affairs chairman of each of the twenty-five affiliates; suggestions were also sent to the effect that the Declaration be studied and the text publicized through all available information media such as radio, television and the Press.

The October 1968 issue of the ICJW Newsletter contained an article explaining the Declaration and emphasizing its importance. It was also suggested in this article that the Declaration be used in planning the observance of United Nations Day and/or Human Rights Day.

The organization plans to distribute copies of the Declaration during its Triennial Convention to be held in Jerusalem from 31 May to 5 June 1969; the Declaration will be discussed during the session of the Convention.

With regard to the activities undertaken to publicize the Declaration, by national affiliates of the ICJW, mention was made of those carried out by the Australian affiliate which used the Declaration as the basis of a series of speeches given in relation to the International Year for Human Rights throughout the country. The United States affiliate has included copies of the Declaration in a kit containing United Nations material as background documentation for the preparation of a two-day United Nations Institute to be held in New York on 18-19 November 1968 for representatives of all over the country.

INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

[Original: English]

Publicity

Articles on the Declaration have appeared regularly during the four-year period of drafting in "Widening Horizons", the bi-monthly magazine sent to all affiliated federations and clubs. The text as adopted by the Commission was distributed in March 1967 with United Nations News and Views sent to all chairmen urging study. The full text as adopted by the General Assembly on 7 November 1967, was printed in "Widening Horizons" urging reproduction for distribution within countries. The printed copy of the Declaration with an introduction, a leaflet prepared by the United Nations Office of Public Information was given to the nearly 2,000 members in attendance at the International Congress of the International Federation held in London, England, in August 1968. It was repeatedly referred to during the sessions of the Congress as a major achievement in the work of the United Nations to achieve equality.

Measures to give effect to the principles of the Declaration

To encourage implementation of the Declaration it was made part of the three-point programme recommended by the International Federation in observance of International Year for Human Rights. It asked that an area of particular interest or one of greatest need for implementing action in the country be chosen for their programme of study and action. In the reports on the observance of Human Rights Year, federations in nineteen countries referred to activities related to the Declaration. In Argentina the emphasis was on social and legal conditions of women. In Mexico fuller participation of women in use of their political rights was the emphasis with classes held to teach women to make use of the ballot. In Trinidad of special

concern was a study of the legal rights of women. In the United Kingdom a part of the nation-wide Human Rights Campaign reported by the National Federation of Business and Professional Women's Clubs of Great Britain and Northern Ireland was "Eliminating all forms of discrimination against women in Britain". Nigeria reported a series of seminars, debates and panels toward eliminating discriminatory laws. In Japan the current programme theme is "Elimination of Discrimination Against Women in Employment". In Guyana a change to eliminate discriminatory income tax laws against married women in employment is part of the future programme.

Resolutions and recommendations adopted have encouraged affiliated federations and clubs in forty countries to publicizing and implementing the Declaration. The most recent occurred at the International Congress in London in August 1967, when there was unanimous approval of a request to study and make known the Declaration with new efforts to secure the elimination of all discrimination against women. In answer to requests for information on activities, reports indicate a wide range of programmes. In Norway the Declaration was sent to every member. A seminar and meetings were held to discuss the objectives of the Declaration. Legislative activity included revising the marriage law and the taxation law to eliminate discrimination against women. The Canadian Federation sent a copy to every club urging that "time be devoted to the study of this important document". A submission was made to the Royal Commission on the Status of Women, which in turn reports to the Parliament, inequalities which pertain to principles embodied in the Declaration. Legislative activities include elimination of discriminating features in the Divorce Act and the Estate Tax Act. In addition to distribution and study of the Declaration by all clubs in New Zealand, each wrote to the Prime Minister urging that the Declaration be endorsed and the principles involved be implemented. Two areas of law not in conformity with the Declaration are maternity leave and equal pay.

Through a series of seminars and conferences, the study of the Declaration has been a part of the programme for the year.

Publicizing and implementing the Declaration by the International Federation and its affiliates will continue. The adopted programme for the triennium 1968-1971 includes:

- A. Study and make known the Declaration;
- B. Secure elimination of all discriminations against women
as listed in the Declaration

WORLD YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS

Original: English

The text of the Declaration has been published in mimeographed form in the World YWCA Social and International Newsletter No. 32, which was circulated to 1,100 individuals and national associations.

The Declaration was part of the background material for a "Rencontre francophone" of the YWCAs of Europe and Africa held at Le Louverain, Neuchâtel, Switzerland, from 30 October to 3 November 1968, and for the World YWCA Regional Programme Seminar for YWCA leaders in South-East Asia and the Pacific areas which took place in Bangkok from 11 November to 6 December 1968.

WORLD UNION OF CATHOLIC WOMEN'S ORGANIZATIONS (WUCWO)

Original: French

The text of the Declaration appeared in the April-June 1968 issue of the Information Bulletin of WUCWO (published in French, English, Spanish and German). This issue was devoted to the rights of women.

Two affiliated organizations in German-speaking countries have also reproduced the text of the Declaration in full in their reviews.

The Declaration has been translated into Malagasy by the branch in Madagascar and is to be published in its review.

When a national seminar was held at Nairobi, Kenya in August 1968, the Declaration was reproduced and circulated.

In Nigeria during the spring of 1968, a symposium on the Declaration adopted a resolution to disseminate and publicize the Declaration.

A WUCWO regional seminar on the topic "The Participation of Women in Development" was held at Bogotá, Colombia, from 28 July to 24 August 1968.

A conference organized jointly by the Austrian branch of WUCWO and Catholic men's, Protestant and non-denominational organizations met at Vienna from 3 to 5 May 1968. Its central topic was "The Role of Men and Women in the Church and World To-day". The view of the conference was that discrimination against women was unjustifiable in contemporary society.

In response to an invitation from the WUCWO branch in Peru, the Director of the United Nations Information Centre there gave a talk on the Declaration at Lima which was followed by an exchange of views.

ROSTER

ST. JOAN'S INTERNATIONAL ALLIANCE

Original: English

The Catholic Citizen, the organization's bi-monthly journal, dedicated its March-April 1968 issue to the International Year for Human Rights. One of the feature articles of this issue was dedicated to explain the main principles of the Declaration and to give an account of the main changes which had been introduced in the text in the course of its discussion at the General Assembly. The full text of the Declaration is also given.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

Original: English

The text of the Declaration has been published in a document which the headquarters of the organization has sent to all its eighty-one member countries as well as to members of the World Committee and its subcommittee.

While sending the text of the Declaration to all its affiliates, the headquarters of the Association has encouraged them to co-operate with other organizations in their own countries, for instance, in urging their Governments to implement the Declaration.