

**REPORT
OF THE COMMITTEE
ON THE
ELIMINATION OF DISCRIMINATION
AGAINST WOMEN**

(Fourth session)

GENERAL ASSEMBLY

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NOTE

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LETTER OF TRANSMITTAL

1 February 1985

I have the honour to refer to article 21, paragraph 1, of the Convention on the Elimination of All Forms of Discrimination against Women, according to which the Committee on the Elimination of Discrimination against Women, established pursuant to the Convention, "shall, through the Economic and Social Council, report annually to the General Assembly of the United Nations on its activities".

The Committee on the Elimination of Discrimination against Women held its fourth session from 21 January to 1 February 1985. It adopted the report of that session at its 63rd meeting, held on 1 February 1985. The report is herewith submitted to you for transmission to the General Assembly at its fortieth session.

Accept, Sir, the assurances of my highest consideration.

(Signed) Desiree P. BERNARD
Chairperson of the
Committee on the Elimination
of Discrimination against Women

His Excellency
Mr. Javier Pérez de Cuéllar
Secretary-General of the United Nations
New York

I. INTRODUCTION

A. States parties to the Convention

1. On 21 January 1985, the opening date of the fourth session of the Committee on the Elimination of Discrimination against Women, there were 65 States parties to the Convention on the Elimination of All Forms of Discrimination against Women, which was adopted by the General Assembly in resolution 34/180 of 18 December 1979 and opened for signature, ratification and accession in New York on 1 March 1980. The Convention entered into force on 3 September 1981 in accordance with the provisions of article 27.

B. Sessions of the Committee

2. The Committee on the Elimination of Discrimination against Women held its fourth session from 21 January to 1 February 1985 at the Vienna International Centre. The Committee held 19 (45th to 63rd) meetings.

3. The fourth session of the Committee was opened by the Assistant Secretary-General for Social Development and Humanitarian Affairs, who welcomed the members of the Committee, particularly the new ones. The Assistant Secretary-General pointed out the importance of the work performed by the Committee at its first three sessions stressing the major role it played in guiding Governments to take legal and other measures to secure the universal admission of women in all spheres.

4. The Assistant Secretary-General reassured the Committee of the continuing support of the Secretariat and suggested that the resources of the Secretariat should be taken into account in deciding on the site of the Committee's sessions.

5. She noted that, of the 52 reports that were due as at 31 December 1984, only 26 had been received by the Secretariat. She urged the States parties to the Convention that had not yet submitted reports to do so as soon as possible.

6. The Committee was informed by the Assistant Secretary-General of the action taken by the Economic and Social Council regarding the recommendations adopted at the third session of the Committee. In that connection, she referred to the "Compendium of information based upon the national reports on the achievements and obstacles experienced by the States parties in the implementation of the Convention" prepared by the Secretariat, as requested by the Council, in response to the Committee's recommendations. She also informed the members of the Committee of the action undertaken by the Secretariat to provide the members of the Committee with information concerning article 21 on how suggestions and general recommendations were dealt with by other United Nations bodies, as requested at the third session of the Committee. As to the substance to which suggestions and general recommendations could be addressed, she recalled the conclusion of the Legal Office presented to the Committee that both suggestions and general recommendations could be made in the periodical reports as provided for in rule 46 of the rules of procedure of the Committee.

7. The Assistant Secretary-General drew attention to the extensive records, including summary records, available to the Committee, [which could make it

possible to shorten the debates in the report. She] and suggested that the Committee should consider shortening its report by restricting the content to decisions, suggestions and general recommendations and organizational matters at future sessions.

8. Finally, the Assistant Secretary-General provided the Committee with updated information on the preparations for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, including documentation and the results of the five regional meetings held at Arusha (United Republic of Tanzania), Baghdad, Havana, Tokyo and Vienna.

C. Attendance

9. All members of the Committee attended the session.

D. Solemn declarations

10. At the opening meeting of the fourth session, before assuming their functions, Ms. Bernard of Guyana, Ms. Evatt of Australia, Ms. Sinegiorgis of Ethiopia, Ms. Laiou-Antoniou of Greece, Ms. Montenegro de Fletcher of Panama, Ms. Wadstein of Sweden, Ms. Caron of Canada, Ms. Oeser of the German Democratic Republic, Ms. Gonzalez Martinez of Mexico and Ms. Salema of Portugal, who were elected at the 2nd meeting of the States parties to the Convention, made the solemn declaration provided for under rule 10 of the rules of procedure of the Committee. Ms. Veliz Diaz de Villalvilla of Cuba made the solemn declaration at the 46th meeting.

E. Election of officers

11. At its 45th meeting, on 21 January 1985, the Committee elected its officers by acclamation: Ms. Bernard (Guyana), Chairperson; Ms. Cortes (Philippines), Ms. Sinegiorgis (Ethiopia) and Ms. Smith (Norway), Vice-Chairpersons; and Ms. Oeser (German Democratic Republic), Rapporteur.

F. Agenda

12. The Committee considered the provisional agenda contained in document CEDAW/C/10/Rev.1 at its 45th meeting. The agenda was discussed and amended.

13. The agenda as adopted was as follows:

1. Opening of the session.
2. Solemn declaration by the new members of the Committee.
3. Election of officers.
4. Adoption of the agenda (CEDAW/C/10/Rev.1) and other organizational matters.

5. Sessions of the Committee in 1986 and 1987.
6. Consideration of reports submitted by States parties under article 18 of the Convention.
7. Contributions of CEDAW to the 1985 World Conference.
8. Adoption of the report of the Committee on its fourth session.

II. ORGANIZATION OF WORK

A. Working group

14. At the 45th meeting, it was suggested by some experts that a working group should be set up to prepare the final draft of the Committee's report to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace. Other experts were of the opinion that such a working group would be time consuming or would interfere with the main task of the Committee, which was the State parties' reports and proposed to entrust the preparation of a draft to the Rapporteur of the Committee.

15. Some members of the Committee expressed their willingness to participate in extended or evening meetings in order to provide sufficient time for thorough discussions of the draft document prepared for the World Conference. Agreement was reached to give only general consideration to the draft document prepared by the Secretariat while postponing to a later date the decision on the establishment of a working group as appropriate and to consider the report of the State parties as a matter of first priority.

16. At its 53rd meeting, the Committee agreed to set up a working group composed of Ms. Oeser (German Democratic Republic), Rapporteur, Ms. Cortes (Philippines), Vice-Chairperson, and Ms. Martinez (Mexico), Ms. Mukayiranga (Rwanda), Ms. Peytcheva (Bulgaria) and Ms. Wadstein (Sweden). The working group met three times and elaborated guidelines for the revision of the compendium (see para. 289).

B. Future work of the Committee

17. Agenda item 5 entitled "Sessions of the Committee in 1986 and 1987" was discussed at the 46th meeting of the Committee, on 21 January 1985.

18. The Secretary reminded the Committee of General Assembly resolution 38/32 D and E of 25 November 1983, concerning the effective use of conference resources and its implication for the Committee's work.

19. The Chairperson referred to the statement of the Assistant Secretary-General in connection with the support of the Centre for Social Development and Humanitarian Affairs for the Committee's work and the advantages of reconsidering the decision to hold meetings alternatively in New York and at Vienna. In that respect, the Chairperson explained that the matter had been discussed at previous meetings and a legal view had been obtained in accordance with rule 3 of the rules of procedure.

20. During the debate, some experts were concerned about the implications of holding meetings only at Vienna, which would mean changing rule 3 of the rules of procedure while others felt that United Nations Headquarters would be the best site for the Committee meetings because of the available facilities and publicity as well as the fact that all Member States had permanent missions in New York.

21. After an extended exchange of views most of the members of the Committee reaffirmed the decision that the fifth session of the Committee would take place in New York in March 1986 and the sixth session would take place at Vienna in 1987.

22. In continuing the discussion of organizational matters (agenda item 4), some members of the Committee expressed concern over the delay of States parties in submitting national reports. It was suggested that the Committee should draft a resolution drawing to the attention of Member States that had not submitted reports the need to do so, as soon as possible.

23. The Secretary of the Committee referred to the Assistant Secretary-General's statement relating to the reports to be considered at the fifth session and explained that the Committee might be able to consider all the reports at that session since there might not be many organizational matters on the agenda. She also indicated that at the end of the current session the Committee would have considered 19 of the 26 reports received.

24. One expert pointed out that there was an agreement that at each session the Committee should discuss only six reports, as had been done during its second and third sessions. Several members of the Committee disagreed with that view, stating that there were 65 countries that had signed and ratified the Convention. If the Committee considered only six reports at each session, the discussion of all reports would take many years. Some experts were of the opinion that the Committee should consider as a matter of priority the initial national reports. Other experts suggested that, should the Secretariat receive more reports, the Committee should ask for more time. One expert was opposed to requesting more time on the grounds that article 20 of the Convention allowed the Committee to meet for not more than two weeks annually, but suggested that the Committee should find ways to improve its work.

25. In connection with the request of the Committee for information to be provided by the Secretariat concerning the interpretation of article 21 of the Convention that the "Committee may make suggestions and general recommendations based on the examination of reports", one expert drew attention to the proposal in paragraph 348 of the report of the Committee during its third session, that "it was suggested that the Secretary should verify how that matter was handled by similar groups of experts and also consult with government representatives". Another expert stressed that the Committee had not taken a decision to ask the Secretariat to provide such information, and in accordance with paragraph 348 that request was expressed only by some experts. The Chairperson suggested that the issue on suggestions and general recommendations should be placed on the agenda of the next session. The Secretary explained that the Secretariat had consulted the Office of the Legal Counsel in New York and the Centre for Human Rights at Geneva. Those offices had provided information at the end of November 1984 that would be made available to the members of the Committee.

C. Other organizational matters

26. At its 53rd meeting, on 25 January 1985, the Committee used the time of the non-appearance of the representative of El Salvador to discuss informally matters of general interest to improve its methods of work. These questions concerned the time between the receipt of a report by the Secretariat and its transmittal to all experts; the need to reconsider the general guidelines regarding the form and content of the reports received from States parties; how to expedite the work of the Committee; how to handle a situation in which a State party did not send a representative to present its report; and co-operation with international

organizations and the Research and Training Institute for the Advancement of Women (INSTRAW). It was asked whether international bodies such as INSTRAW could assist developing countries that lacked resources in presenting suitable data.

27. At the 63rd meeting, on 1 February 1985, the Committee made the following recommendation:

The Committee on the Elimination of Discrimination against Women recommended to the Economic and Social Council that adequate financial resources and staff should be made available to the Secretariat to enable it to provide those services that were necessary for the effective functioning of the Committee as a treaty organ of the United Nations and that the appropriate standard of travel should be accorded to members (without discrimination) as provided to comparable committees of experts.

III. CONSIDERATION OF REPORTS AND INFORMATION SUBMITTED BY STATES
PARTIES UNDER ARTICLE 18 OF THE CONVENTION (Agenda item 6)

A. Introduction

28. The Committee considered item 6 of its agenda at its 48th to 56th meetings, on 22, 23, 24, 25 and 28 January 1985 (CEDAW/C/SR.48, 54, 61 and 62).

29. The Committee had before it for consideration six initial reports that had been submitted by the following States parties to the Convention: Austria, Bulgaria, Canada, El Salvador, Panama and Yugoslavia.

B. Consideration of reports

Canada

30. The Committee considered the initial report of Canada (CEDAW/C/5/Add.16) at its 48th and 54th meetings, on 22 and 25 January (CEDAW/C/SR.48, 54, 61 and 62).

31. The representative of Canada stated that the report was prepared by the federal Government of Canada; however, the domestic implementation of the Convention was the responsibility of both the federal Government and the governments of the provinces and territories. He drew the Committee's attention to the fact that the report had been prepared before the Committee's guidelines were adopted and covered the legislation and practices up to December 1982.

32. The representative of Canada informed the Committee that Canada had made notable progress towards achieving the essential goals set out in the Convention and that the ratification of the Convention on 10 December 1981 was the culmination of a continuous process that began 10 years earlier with the establishment of a Royal Commission on the Status of Women. He pointed out, inter alia, that there had been a change in attitudes. However, he was of the opinion that much remained to be done.

33. He explained that before ratifying the Convention the federal Government had to undergo a procedure to assure that all provinces agreed to review their status. Government machinery on the status of women had several interrelated components and existed in similar forms at the federal, provincial and territorial levels, with a liaison system between the levels.

34. The representative of Canada stressed the role of women's non-governmental organizations leading to the enactment of the Canadian Charter of Rights and Freedoms. That Charter constituted part I of the Constitution Act which entered into force in 1982. The provisions of section 15, paragraph 1, which would come into force on 17 April 1985, were significant since they provided for equality of rights and applied to federal and provincial laws, regulations, policies and government agencies. He also explained that implementation had been delayed to give the federal and provincial governments time to review and amend their legislation on the basis of equality. He explained how the provisions of the Act complied with the recommendation of the Convention.

35. The representative noted that the Government was aware that a problem remained, namely, the Indian Act. Section 12.1.(b) deprived women, but not men, of Indian status upon marrying a non-Indian. He said that the Government was committed to repealing that provision.
36. The representative stated that the federal and provincial governments had adopted legislation prohibiting discrimination on the grounds of sex or marital status with regard to employment and the provision of goods and services. Federal laws prohibited discrimination based on pregnancy or childbirth, and legislation on sexual harassment had been amended to comply with the provisions of the Convention related to human rights. Affirmative action programmes applied to federal and to some provincial government departments and could by order be applied to private employees.
37. Referring to the situation of women in public life, the representative outlined the situation of women as covered by the Convention and explained that women had the same rights as men to vote, to be elected to public office and to perform all public functions. The major political parties had made efforts to assure women equal access to the political process through special funds to help women candidates. An increasing number of women were occupying highly visible positions, including the office of Governor-General, and six women were appointed to the Cabinet, including some with key economic portfolios.
38. Turning to income assistance and social benefits, the rights guaranteed under the Canadian social security system were generally applied to women and men equally. He concluded by reaffirming the commitment of his Government to the reporting process set out in the Convention and said that the report had been widely distributed across the country.
39. Members of the Committee thanked the representative of the Government of Canada for his presentation and many praised the report for its frankness, clarity and commitment, which reflected the political will of Canada to implement the articles of the Convention improving the status of women. It was observed to be a major task for such a vast country but remarkable efforts had been made and results could be seen. The detailed statistical information was considered to be of great value to the Committee.
40. Clarification was requested as to whether discrimination against women in Canada was considered to be a crime, and if so, what were the sanctions applied.
41. Most members of the Committee were concerned about the Indian Act, in particular section 12(1)(b), and wanted to know what kind of concrete measures were taken in Canada for the elimination of discrimination against Indian women. A few experts said that Indian women, one of the most disenfranchised groups of Canada's population, were still suffering from official discrimination. Experts specifically asked what measures were being taken to eliminate the de facto discrimination against Indian women, whether there were any special social programmes aimed at equal educational and cultural opportunities for Indian women and whether they were fully involved in the economic and political life of the country.
42. The representative of Canada was questioned about the applicability of laws to immigrants particularly as regards equal opportunities for immigrant women, Indians and Eskimos.

43. Members of the Committee were concerned about the protection of women in the field of human rights in Canada and wanted to know the number of women who did not benefit from that protection. One expert stressed that the report confirmed the existence of serious problems in Canada in the enjoyment of the most important right of all, the right to work.
44. Several experts requested information about the measures taken to eradicate traditions that disadvantaged women and to correct erroneous concepts about the superiority of one sex over the other. It was thought to be encouraging that the issue of sexual harassment was taken very seriously and that legislative measures were taken to combat it.
45. In response to the statement of the representative of Canada, most members of the Committee noted that a very small percentage of women was involved in political life, and many experts asked about measures that had been taken to increase the participation of women in political and public life. One expert raised a specific question concerning the exclusion of judges from voting and requested clarification, while others inquired about the low representation of women in elected bodies, public office, the judiciary system and industrial management. Further information on the role of women in the major political parties and in the international efforts aimed at securing world peace, disarmament and a new international economic order was also requested.
46. More detailed information was requested by one expert concerning the activities of women in trade unions with respect to working women and their participation in professional organizations.
47. Clarification was requested by some of the experts concerning the nationality law in regard to children born to Canadian mothers outside Canada.
48. It was observed by some members of the Committee that the proportion of young women enrolled in colleges and universities had been raised to approximately 50 per cent.
49. Various comments were made on article 11.1(a) of the Convention since the level of unemployment among women during the period 1970-1982 had nearly doubled; the experts asked what measures had been taken by Canada to ensure employment opportunities for women. It would also be interesting to have more details about the experience of temporary special measures that had been taken, such as affirmative action in the field of employment. It was asked what incentives were available for private employers to develop affirmative action programmes and, if measures were adopted, were any of them directed towards men. Were there any plans to introduce paternity leave? In respect of the labour market, women seemed increasingly to demand their share in order to earn their own living; more information was requested on what had been done to change stereotyped patterns. One expert mentioned that Canada, too, seemed to be aware of the problem connected with existing job segregation. This put less worth in practice to the principle of equal pay for equal work. It was therefore asked if equal pay for work of comparable worth was an issue in Canada and if men were being persuaded to take so-called women's jobs to help women break into male dominated professions.
50. It was noted with satisfaction that protective legislation had been revised in Canada.

51. Some experts noted that the principle of equal pay for equal work was not observed in Canada in the industrial and juridical sectors and in public health and education, which was borne out by the statistical data contained in the report of Canada. Female teachers earned 62.7 per cent of what male teachers with similar qualifications received, and the average salary of women was 65 per cent that of men. They asked for specific examples of legislative and other measures that might have been taken by the Canadian Government to ensure the observance of article 11.1(d) of the Convention and wondered whether any sanctions were taken against employers who violated the principle of equal pay for equal work.

52. More clarification was sought on the Income Tax Act, in which certain child-care costs were allowed as a deduction for tax purposes from the income of the working mother, and under certain circumstances from the income of the father. Questions on whether income tax was proportionate or progressive and whether the incomes of spouses were taxed jointly or separately were also raised. An expert was concerned about the low percentage of child-care facilities and sought information on the ratio of available places to the number of children in the relevant age bracket. A few experts inquired about the cost of child-care facilities.

53. Some experts were concerned about women in rural areas, households and farming, in particular their coverage by social welfare services. Some experts requested information about maternity benefits, and whether all women received the same benefits. An expert sought information as to whether women in part-time employment were covered by the same pension and social security schemes as full-time workers.

54. As to provisions regarding the family, several experts requested more information on divorce, family planning programmes, pre-natal and post-natal counselling, maternity benefits and assistance to working mothers. In addition, some of the experts wanted to know whether legislation concerning abortion had been adopted.

55. Some experts were of the opinion that many of the Convention's provisions, and particularly those of articles 2, 3, 10, 11, 12, 13, 15 and 16, were not being implemented in Canada and that the Canadian Government still had much to do in order to eliminate not only legal but also de facto discrimination against women in its country.

56. The Canadian Government was congratulated on the comprehensive report it had prepared for the Committee. The progress described in the report bore witness to Canada's commitment to the spirit of the Convention on the Elimination of All Forms of Discrimination against Women. It was noteworthy that the Canadian Government regarded the Convention as unique among human rights conventions in that it provided for the equality of women not only before the law but also in social and economic life. It was interesting to note, moreover, that the Canadian Government had emphasized the need for temporary special measures to accelerate de facto equality between men and women.

57. The representative of Canada explained that the Government of Canada was firmly committed to ensuring complete equality between women and men and was in the process of taking all necessary steps to ensure that there were no formal barriers to the elimination of sexual discrimination. He informed the Committee that a substantial amount of institutional machinery and personnel resources had also been

assembled at various levels of government to ensure the implementation of relevant legislation and to encourage all concerned to take full advantage of their equal rights. The representative of Canada stated that it would thus not be possible to state in any way that Canada was in violation of the Convention, since facts as outlined indicated that everything possible was being done to ensure that the objectives of the Convention were being pursued in Canada. Governments at every level in Canada had taken or had committed themselves to take all necessary steps to ensure that there were no formal barriers to the elimination of sexual discrimination. However, in a democracy such as Canada, Governments could not impose views or attitudes on the people but could only create the right conditions and ensure that there were no structural barriers. Real equality could be achieved only when men and women themselves accepted the concept totally. He said that the Government of Canada had been very honest in its assessment and trusted that that honesty had not been misunderstood or misplaced.

58. He stated that the replies were divided into the following categories: government machinery, criminal and family law, the Charter, human rights, social matters, employment and government priorities.

59. In answer to questions related to government machinery, the representative explained that there were 13 jurisdictions in Canada, namely, the federal Government, and 10 provincial and 2 territorial governments, and machinery existed in each to address the status of women. Approximately 1,000 people were employed in the government machinery.

60. Referring to criminal and family law, he said that in Canada a person who profited from prostitution was charged under the criminal code with an indictable offence. In 1983, the federal Government appointed a special committee on pornography and prostitution to study the problems.

61. Incest was a crime under the criminal code of Canada. A recent study commissioned by the Committee on Sexual Offences against Children and Youth in Canada analysed the incidence of sexual offences against children and youth and made a number of recommendations, including the necessity of educating the public about sexual exploitation of children through prostitution and pornography and the seriousness of unacceptable sexual behaviour regarding children.

62. In reply to the question on family violence, the representative pointed out that, because of the seriousness of the problem and the manner in which both levels of government were involved, a concerted response to the crime of wife assault had taken place. In 1983 an intergovernmental working group on wife battering was established to deal with that issue.

63. He stated that the law on abortion had been outlined in Canada's report, as had legislation on marriageable age. Except in the Province of New Brunswick where no minimum age was specified, the law covering the capacity to marry reverted to English common law (14 years for boys and 12 years for girls). Family law came primarily under the jurisdiction of provincial governments. Individuals who were engaged to be married were considered single people and were governed by the law of contract only until they were married.

64. The legal rights of women and children in common-law situations were affected mainly at the dissolution of a relationship. Some provinces, i.e. Ontario, had

adopted legislation with respect to support obligations of the common-law spouse (male or female).

65. On the issue of women in the judiciary, he stated that while provincial requirements for appointment to the judiciary varied somewhat from jurisdiction to jurisdiction, at the federal level a candidate had to be a member of the legal profession for at least 10 years.

66. Regarding the principle of equality between women and men, the representative stated that section 15(1) of the Canadian Charter of Rights and Freedoms contained a broad guarantee of equality.

67. Concerning the Indian Act, the representative explained that the historical reasons behind its adoption had never been fully documented but it appeared to be an attempt to assimilate Indians into the new Canadian society and culture, which policy was no longer supported by Canadian governments. However, amendments to remove existing discrimination had been introduced in the House of Commons at the most recent session of Parliament with the support of all political parties.

68. The representative noted that every province had some form of free legal aide, eligibility for which was usually based on financial need, and each case was evaluated on its merits. Moreover, individuals asserting a right under any human rights legislation had at their disposal the services of the staff of the Human Rights Commission, investigators and, if necessary, a lawyer to represent their interests before the tribunal, without having to pay for any of the services.

69. Regarding education, he said that all Canadians had a right to free primary and secondary public education; however, private schools could charge tuition fees. Medical care in Canada was provided free of charge under universal state-sponsored insurance, except for two provinces where a minimal user fee was charged for some services.

70. Immigrant women were affected by many of the same issues as other Canadian women. According to the 1971 census, a higher proportion of women who emigrated to Canada after the Second World War completed secondary school or universities than Canadian-born women.

71. In response to questions in the employment sector, the representative stated that the affirmative action programmes and occupational and trade training plans that had been implemented had achieved a measure of success, as the statistics contained in the report demonstrated. For example, between 1975 and 1982 the rate of participation by women in the labour force increased while that for men decreased, and the unemployment rate for women did not increase to the same extent as that for men. As indicated in the report, it was illegal under human rights legislation in all jurisdictions to select employees on the basis of sex.

72. The representative referred to article 11.1(d) of the Convention stating that the principle of equal pay for equal work or work of equal value was discussed in detail in the report. On the question of wage differentials, the representative said he was unaware of the source of the statement that a female teacher earned only 62.7 per cent as much as a male teacher would earn. In fact, the salaries of teachers were determined under pre-set wage scales according to seniority and qualifications without regard to sex.

73. The representative explained that the Government of Canada's Affirmative Action Directorate provided the services of technical consultants, developed training materials and conducted training programmes to assist employers who wished to initiate affirmative action programmes. He further explained that by the end of March of 1984 those efforts had resulted in 66 affirmative action agreements between the Canadian Employment and Immigration Commission and private sector employers, 22 of which were under the Federal Contracts Program, which was focused particularly on women as the target group. Employers in provincial jurisdictions could obtain advice and assistance from the Human Rights Commissions in their provinces. In addition, several provinces had their own affirmative action programmes and mechanisms to encourage and implement their own provincial affirmative action programmes, i.e. Manitoba, New Brunswick, Newfoundland, Ontario, Quebec and Saskatchewan.

Bulgaria

74. The Committee considered the initial report of the People's Republic of Bulgaria (CEDAW/C/5/Add.15) at its 49th, 50th and 54th meetings, on 23 and 25 January 1985 (CEDAW/C/SR.49, 50, 54 and 62).

75. In her introduction, the representative of the State party stressed the great importance her country attached to the Convention and to the forthcoming World Conference. She stated that the main principles contained in the Convention were already included in the legal provisions of the country even before ratification. The proclamation, 40 years ago, of the de jure equality of women marked the beginning of a long process for the attainment of de facto equality. This had involved the creation of specific economic and social conditions that had made it possible to guarantee the full integration of women in all areas of life. Those guarantees flowed from the very essence of the socialist society in the People's Republic of Bulgaria, a society based on public ownership of the means of production, a planned economy and the constant improvement of the social infrastructure.

76. As testimony of the country's continuing efforts to increase the role of women, the representative of Bulgaria pointed out some developments that were brought about since the submission of the report. Currently 85 per cent of all women of working age were either working or studying. They had full freedom to choose a profession, and they all enjoyed the right of equal pay for equal work and full social security. She submitted statistical data for the years 1983 and 1984 on women's involvement in different spheres of production and mentioned the rapid advances of women in electronics and the electronics industries. She also mentioned the high percentages of women in intellectual and creative professions. This had been a result of the improvement in women's educational and vocational levels. In 1983/84, women had accounted for 52 per cent of all students at higher institutes of education. Special attention was paid by her country to improve the vocational training and the efforts made to raise the qualifications of women of mature ages.

77. The representative of Bulgaria spoke about the important role played by women in the social and political life of the country and the high proportion of women in the judicial sphere, including the supreme court. Although it was more difficult for women than for men to reach the highest positions in society, for example, because of their family responsibilities, the country was moving towards equitable participation in social life. Another point raised was the major involvement of

Bulgarian women in international peace and security, their participation in peace marches and other peace movements and their participation in international bodies.

78. At the thirty-ninth session of the General Assembly, Bulgaria had introduced a draft resolution on the role of women in society, which was later adopted without a vote.

79. The representative stressed the measures undertaken by her country to increase women's spare time and also to lighten their family obligations in the area of child care. By way of example, she pointed out that the State was concentrating its efforts on the construction of an extensive system of children's centres - nurseries and kindergartens - so as to satisfy fully the needs of families, and she said that 90 per cent of the expenses for operating the kindergartens were borne by the State.

80. Finally, the representative highlighted the major accomplishments of the Government's social policy achieved after the adoption of the Convention, an expression of which had been Decree No. 16 of the Council of Ministers of 25 April 1984, in an effort to combine better the conditions of motherhood with other social functions of women and to provide incentives for fathers' participation in child-care tasks.

81. Most experts commended the representative of Bulgaria on the comprehensive introduction to the report and were impressed by the very concise report, which was written in clear language, by the strides made by the Bulgarian Government to enhance the status of women and by the ongoing measures since the ratification of the Convention. Many experts were impressed by the achievements of Bulgaria concerning the status of equality of women with men in that country. One expert, however, expressed some scepticism about the perfect situation described in the report.

82. Some experts stressed the close link between social development and women's liberation drawn from the consideration of the Bulgarian report. This was demonstrated by the improvement of the status of women in Bulgaria.

83. Many experts commented on measures that gave high priority to the protection of motherhood. Some experts wondered whether the measures related to social services, child-care facilities, employment contracts for homework while on leave and length of maternity leave were not over-protective. Other experts welcomed those measures and the privileged position of women because women were given the same opportunities as men to cope with duties related to family and society. Questions were asked about the meaning of motherhood in relation to maternity and whether women were free to choose between work and motherhood, whether maternity leave was obligatory, what percentage of highly qualified women had taken such leave and how many returned to their posts afterwards. Some experts wondered whether women were being encouraged to be mothers and housewives and whether that meant a return to old stereotypes. It was asked whether the country wanted to increase its population or to maintain it at the current level, what the average family size was and whether family planning was practised.

84. One expert requested concrete examples of cases in which women sought remedy through the courts for violations of their rights and asked what the sanctions were. The experts also asked whether the only competent authority was the labour inspection office and what the criteria for dismissal in cases of "serious

misconduct" were. More clarification was sought on the "social oversight function" of the Committee of the Bulgarian Women's Movement and whether it was a voluntary or an official body.

85. Information was sought on the educational steps taken to end discrimination against women and about discrimination that might be found in local customs. An expert asked what had been done by the authorities and the mass media to change the traditional sex division of roles in the family, to reduce women's domestic and child-bearing work-load and facilitate their earlier return to work. More details were requested on the "additional rights of women in connection with their role as mothers" as well as on the "additional measures to overcome vestiges of traditional male-female role stereotypes".

86. Particular interest was expressed in and more information was sought on the composition, work and sponsors of the "family clubs".

87. Several experts asked whether prostitution, procuring and trafficking in women were criminal offences, whether prostitution had ever existed in view of the fact that it had a social and psychological component and how it was eradicated. One expert wanted to know whether the country experienced the problem of female alcoholism and what the sanctions were in cases of rape.

88. A few experts asked whether the country had undertaken specific measures to increase the proportion of women in political life and about the active participation of women in public organizations. More information was sought on the Bulgarian women's movement, the powers of the State Council of the Republic and the proportion of women in the Council of Ministers and in political parties. Clarification was sought as to whether the percentage of women participating in national and local elections (98 per cent) had been based on the most recent elections, had been calculated as an average over a number of years or had been determined through other statistical methods. An expert asked how such an exceptionally high percentage of women's participation in elections had been achieved.

89. One expert asked about the fact that in Bulgaria women accounted for 29.7 per cent of the membership of the Bulgarian Communist Party and only 13.1 per cent of the Bulgarian Agricultural Popular Union (the agrarian party), considering the high proportion of women in agricultural labour force.

90. One expert requested clarification on women in the military service; an expert also asked for information on the participation of women in the medical service of the military. Another expert asked whether Bulgarian men really fully contributed to their share of household duties so as to allow women to be involved in furthering the cause of national development to the same degree as men.

91. Information was requested on the number of women occupying diplomatic posts and the number of female staff members in foreign offices and on how those women had been recruited, whether many of them had been promoted through special training and competitive examinations and how they participated in decision-making and decision-taking processes.

92. As regards the nationality of children, a few experts asked for information on the possibility of selecting the nationality in case of parents having different

nationality. The question was raised as to whether Bulgarian women who changed their nationality because of marriage could regain it after divorce.

93. Referring to education, questions were asked about the proportion of girls attending technical colleges and the drop-out rate of girls in secondary and post-secondary education in comparison to boys; the rate of illiteracy in the past; and the amount of time required to eradicate it. Some experts asked up to which level education was free of charge. One expert wanted to know how the educational system ensured women a free choice of profession; another sought clarification of the statement that "attendance at the 'people's universities' conferred no special rights". More information was requested on the age, profession and level of education of women engaged in sports teams.

94. There was a request for statistics on the proportion of girls in each of the main trades, in semi-skilled and in unskilled grades, as well as comparative figures by sex within the electronics industry. One expert asked for clarification of the contents of the contracts for homework under the Council of Ministers Decree No. 38 of 1980. Another question referred to the length of working hours in Bulgaria and to the existence of flexible working hours. One expert wanted to have the list of activities from which women were excluded as mothers, and a few experts asked for the list of posts and functions that were reserved for women working half days, half months or on alternate days. One expert asked by women did not have equal access to employment in a number of operative jobs in mining, metallurgical, metal working, chemical industries, etc. The opinion was expressed that the introduction of shorter working hours for mothers with small children only perpetuated stereotypes; and an expert asked why fathers were not entrusted with family tasks. One expert asked whether Bulgaria had succeeded in eliminating job stereotyping. As the representative of Bulgaria had stated that one in five inventions had been made by women, one expert wanted to know how women's inventiveness had been stimulated.

95. Many questions referred to social security measures, such as the staggered length of maternity leave depending on the number of children, the age of retirement depending upon the number of children a woman had raised, pension rights, survivors' pensions, the different ages of retirement for women and men and different categories of pension schemes. Information was requested on how the possibilities to reach the stipulated years of service were affected by maternity leave and whether it was everybody's obligation or right to retire upon reaching the stipulated age. Questions were asked on what sort of expenses were reimbursed in case of leave of absence of either of the parents for a sick child. Some experts welcomed the recent introduction of paid parental leave for fathers and asked about the percentage of fathers who took it, about the maximum age of the child and whether other measures existed to encourage fathers to participate in family care. One expert wanted to know whether the new legislative provisions would change the leave entitlement of mothers. In view of the sizeable social security services offered one expert asked about the percentage of all funds made available for social security in Bulgaria.

96. One expert noted that pregnant women could not be refused an appointment and asked about the employment situation for women who were not pregnant compared with men and the sanctions in cases of violations of employment rights.

97. An expert asked why girls under 18 were excluded from certain categories of work. Another expert asked what criteria were used to evaluate the quality and

quantity of work in order to determine its correct remuneration. One expert wanted to know the scientific basis for the regulations issued by the Ministry of Health concerning physical strain on workers. Other questions asked were whether the mother or the father was entitled to receive the family allowance, how many women were working and how many women were studying between the ages of 15 and 65 compared to corresponding figures for men.

98. In connection with abortion, some experts wanted to know whether it was legal, whether it was considered a criminal offence if not performed in a hospital, whether only married women who had given birth to two children were entitled to abortions and what happened in cases of pregnancies at ages below 16 years. Clarification was requested on the practical situation of married women who did not wish to have a child and on sanctions against a woman or a medical doctor deciding upon abortion under conditions different from those allowed by law. One expert asked whether there had been any negative medical consequences of unlimited abortions in case of single women.

99. One expert asked whether health and sex education existed for boys as well as girls. Another expert asked whether Bulgaria intended to ratify Convention 156 of the International Labour Organisation (ILO) concerning workers with family responsibilities.

100. One expert expressed great interest in the physical culture festival entitled "Mummy, Daddy and I" and inquired about its role and the funds used. Another expert asked what sports were qualified as unsuitable for women and for what reasons.

101. One of the experts asked whether there was any connection between women's rights to obtain loans and their marital status, especially if they were married to foreigners.

102. As regards rural women, it was asked whether women who were participating in local co-operatives could make out a contract in their own name or whether it had to be taken out by the head of the household, and what sort of medical health services women in rural areas enjoyed.

103. A question was asked about the type of measures taken in cases of discrimination against women in criminal and labour codes. Another question referred to the coming into force of the Convention and to whether or not it brought about changes in the national legal system.

104. Several experts asked clarification on the concept of the "guilty party" in divorce proceedings, which had already been eliminated in some countries. Clarification of unjustified divorces was requested and information was sought on the percentage of single mothers, de facto marriages and divorces. A few experts asked what happened to the administration of joint property in cases of disagreement between spouses, as well as on the situation of women in non-registered marriages. An expert asked, in connection with the possible annulment of marriage contracted under duress as mentioned in the report, whether forced marriages were frequent. Statistical information was also requested on the choice of a family name in marriage.

105. One expert wanted clarification on the provisions in the Bulgarian Family Code concerning the completion of the domestic tasks.

106. In her replies, the representative of Bulgaria pointed out that not all problems relating to the role and functions of women had been solved in Bulgaria. However, she wished to assure the Committee that the nature of those problems was not such that they entailed violations of basic rights and freedoms of women or of the requirements of the Convention and were not of a discriminatory nature. Some problems were related to the rapid development of the economy and society and the solution of problems often gave rise to new problems.

107. The representative further stated that one of the basic prerequisites for guaranteeing the actual equality of women in Bulgaria lay in the substance of the socialist society. It was carried out by the whole population, both women and men with the common efforts of the Government, public organizations, including the Committee of the Bulgarian women. All measures in this respect were included in the national plans for economic and social development, the goal being to ensure an optimal combination of economic and social activities with the duties of motherhood. Women comprised approximately 50 per cent of the working labour force in Bulgaria. In all, 46.4 per cent of specialists employed with higher education were women.

108. Some members had expressed the view that in Bulgaria women were over-protected, especially as regards the protection of maternity. In that connection, the representative referred to article 4.2 of the Convention, a provision with regard to which, in so far as she was aware, no State party had made a reservation. It was better to over-protect than to provide inadequate protection or to practise discrimination.

109. The representative said that, since equality of women had already been guaranteed in Bulgaria prior to the adoption of the Convention, no change had been necessary. Nevertheless, some changes in legislation had taken place after ratification, e.g., a decree adopted in April 1984 had provided for a series of measures to assist young families by giving them priority in the allocation of housing, augmenting allowances for children and increasing paid leave for the care of children.

110. With regard to alcoholism, the representative stated that cases of alcoholism were very rare among women. In such cases, the approach adopted was not so much a legal one as a social one, including both persuasion and medical treatment. On the question of rape, the penalty under the penal code was imprisonment for 3 to 10 years in cases where the women was less than 16 years old or was a relative of the perpetrator or the offence was repeated. In certain severe cases the penalty could be 15 years' imprisonment.

111. With regard to membership in political parties, she stated that in 1984 30 per cent of the members of the Bulgarian Communist Party were women. That was a substantial increase since 1968, when the percentage was 23.6. At present, 40 per cent of new members joining the party were women so that the proportion of women was bound to rise further in the future. Some 15.3 per cent of the membership of the Bulgarian Agrarian Party were women. She further explained that many women were in positions of leadership in the women's movement and were members of public bodies involved in decisions regarding problems of women and the family. The percentage of participation of women in the People's Assembly had increased from 5.7 per cent in 1945 to 21.8 per cent in 1981. Some 25 per cent of the members of the Supreme Court were women. Efforts were being made to increase the participation of women in the highest State organs.

112. Regarding the participation of women in international activities, she said that there was no difference in the training of women and men for diplomatic work, and women performed similar diplomatic and other operational and technical functions. There were several women ambassadors as well as a woman deputy minister of foreign affairs and counsellors. However, the majority of women were of lower diplomatic rank.

113. The representative stated that the "family clubs" represented a special approach to training for family life, the upbringing of children in a spirit of equality and the gradual overcoming of sex stereotypes. Over 1,000 such clubs existed. Each club was governed by a council elected by its members.

114. It was stated that the difference in retirement age for women and men was explained by the physiological properties of the female organism and the child-bearing and child-rearing functions that women discharged in addition to their working responsibilities. A woman could continue beyond the age of retirement with the agreement of her employer.

115. On the question of funds allocated for social security benefits for mothers and children, the representative explained that the largest portion of public outlays was for assistance to families in raising children, including education and cultural activities, health care and the improvement of living and working conditions. She further explained that, since 1975, national income had increased by 64.3 per cent. During that same period, public outlays for children's centres, educational establishments, health-care services for mothers and children and child-care leave for mothers had increased by 87.4 per cent.

116. The representative informed the Committee that the Government allocated large sums of money for the creation of physical facilities and material infrastructure for the development of sports.

117. Regarding abortion, the representative stated that the Bulgarian Government was guided in its policy by the principle that the family had the right to decide for itself when and how many children to have. All unmarried female students and divorced, widowed and married women over the age of 40 with one child were eligible for an abortion on a number of medical grounds, for other reasons or for personal reasons.

118. The representative explained that Bulgarian legislation had set the age at which a woman could enter into marriage at 18 years. When warranted by valid reasons (e.g. pregnancy), a judge could allow a marriage to take place at the age of 16.

119. According to the law on Bulgarian citizenship, a child born abroad of one Bulgarian parent was regarded as a Bulgarian citizen, except when the child was born in the country of the alien parent and the law of that parent's country recognized the child as a citizen. A man or woman who had lost his or her Bulgarian citizenship or had been released from Bulgarian citizenship as a result of marriage to an alien could request the restoration of citizenship in the event that the marriage had been terminated through the death of the spouse or through divorce.

120. It was explained that the Bulgarian Family Code provided for two forms of divorce: divorce with the common consent of both spouses and divorce resulting

from the profound breakdown of the marriage. In clarifying the term "unfounded divorce", the representative explained that the legislation had provided for spouses to be given time to reflect carefully before a divorce was granted. In accordance with the Family Code, family relations were regulated in keeping with the principles of the voluntary nature of the marital union. In 1982, 13,282 marriages had ended in divorce and in 1983, 14,546 (14.9 and 16.3 per cent, respectively, for every 10,000 persons).

121. The number of single mothers in Bulgaria was growing and they represented 9 to 10 per cent of all mothers.

122. The Bulgarian Family Code followed the principle of community property with respect to goods acquired during marriage by both spouses, with exception of the chattels and real estate acquired during the marriage by one of the spouses as a gift or through inheritance. Both spouses were entitled to equal parts when the joint estate was terminated, although the court could assign a larger portion of the estate to the spouse who was awarded the care of minor children.

123. Regarding prostitution, she explained that according to United Nations data, prostitution existed in many of the world's countries as an organized activity; however, trafficking in young women and girls (including such things as chartered "sex flights") did not exist in Bulgaria. The economic basis for the exercise of prostitution as a profession had been eliminated.

124. In the area of education, the representative explained that illiteracy had represented a problem for Bulgarian society during the first years of development after 1944. As a result of the economic backwardness of capitalist Bulgaria, nearly 30 per cent of the female population of the country had been illiterate. A nation-wide campaign, also covering the adult population, had been launched to eliminate illiteracy. The Bulgarian People's Republic had proclaimed in its constitution the principle of free education at all stages.

125. The representative informed the Committee that the legal system in effect in Bulgaria guaranteed the right of all, including women, to the free selection of an occupation or trade. During the 1983/84 academic year, girls and women had accounted for 51.5 per cent of the students at higher institutes of learning and 43.5 per cent of the students at technical colleges and art schools. Women represented 50.3 per cent of all students at the unified polytechnical schools and 35.6 per cent of students in advanced engineering and technical institutes.

126. Regarding the military services, the representative explained that such service was not compulsory for women although they volunteered to serve in the army as medical and service staff.

Panama

127. The Committee considered the initial report of Panama (CEDAW/C/5/Add.9), at its 50th and 55th meetings, on 23 and 28 January 1985 (CEDAW/C/SR.50, 55 and 62).

128. The report was introduced by the representative of the State party who stated that in Panama the principle of equality of women had been incorporated in all spheres of law and women's rights had been promoted by the Government.

129. Women had full political rights, equal to men. Women over 18 years of age had the right to vote and to be elected to any office.

130. In regard to education, although illiteracy still existed, it was slightly less for women than for men (11.6 per cent to 12.9 per cent). Over 50 per cent of the students were female, and women were studying such traditionally male subjects as engineering and geology. That achievement in education had led to the employment of many women in highly qualified jobs in, for example, governmental institutions, banks, industry, trade and management.

131. With regard to the employment of women, equal pay for equal work was obligatory; in practice, however, women's work had often been classified lower than men's work. About one third of working women were employed in the domestic sector.

132. The process of migration of women from rural areas to cities in search of work had continued. Therefore, the number of unemployed women in capitals was double that of unemployed men; there were 7 per cent more women in the capital than men, whereas in rural areas there were only 89 women for every 100 men.

133. The social security system applied to all working people and their families, including children. The representative stated that women were in a privileged position as they could retire at 55; the retirement age for men is 60. There was no sex discrimination in pensions or in compensation to victims of labour accidents.

134. The representative of Panama stated that the new penal code was favourable to women because it provided for punitive sanctions, including imprisonment, for failure to fulfil family duties, which had been rather frequent in Panama where many men were leaving their families.

135. The civil code provided legal protection for married women and women in "common law marriage". The code also protected and specified rights of women in cases of divorce, questions of domicile and protection of parental rights and rights of minors, and guaranteed equal status to all children, including children born out of wedlock. The new Code of the Family and Minor, which had been presented to the legislative assembly in October 1984, provided even broader protection of women's rights in regard to the family.

136. The representative of Panama was thanked for the frank and informative presentation of the situation of women in Panama in the Government's report and in his introductory statement. One expert asked for a brief description of the economic, social and political situation of the country, and the traditional participation of women in political organizations and movements as well as information on the membership of women in political parties and their posts in Governments and other decision-making bodies. An expert asked why the number of women voting and elected had decreased and whether there were any measures aimed at increasing the participation of women in political life.

137. Many experts welcomed the creation of the office for women and requested more detailed information. One expert asked whether there was any co-operation between that office and non-governmental organizations.

138. Because the report stated that Panamanians of more than 18 years of age were citizens of the Republic, clarification of the status of persons under the age of 18 was requested.

139. Several experts inquired whether prostitution related only to the prostitute or also to clients and procurer. Clarification of the term "women known to be of ill-repute" was requested. One expert asked why there were so many regulations on prostitution since it was not a criminal offence. Another expert inquired why rather severe measures and sanctions against female prostitution had been accompanied by liberal treatment of pervers and corruptors of the young. The view was expressed that women prostitutes had been subject to police control, restrictions and sanctions but no attention was given to appropriate social programmes for rehabilitation. One expert asked whether and to what extent prostitution was linked to alcoholism and drug abuse.

140. Some experts pointed out that in spite of government efforts discrimination prevailed. Questions were asked as to what had been done to implement and respect existing legal regulations guaranteeing equality, especially in the fields of employment and education. There was also a request for comparative data reflecting changes in literacy, education and employment of women over a certain period of time (e.g. one year, five years).

141. One expert said that although there was less illiteracy among women and in certain liberal disciplines there were more female students, women did not enjoy equitable opportunities: they were more subject to unemployment, received lower wages and had great difficulties in reaching decision-making levels. She did not fully agree with the statement that the easiest way of establishing wage equality would be to improve the vocational and institutional training of women. While vocational training was important, the real obstacle arose basically from traditional prejudice.

142. More information was requested on female university students and their career development. Some experts asked for more information on illiteracy, especially indigenous women, literacy programmes for women and why, despite free education, many children had not attended schools. Many experts requested detailed statistical data on female and male enrolment and drop-outs, school performance at different levels of education and the percentage of girls in technical training.

143. Questions were asked about the status of women civil servants and about the number of women in professional, including judicial, occupations. One expert asked what was meant by "mixed working" and requested further details on the resources available to female public servants to appeal decisions.

144. An expert asked whether the rate of unemployment among women had risen. Another expert asked whether private employees, specifically in domestic service, had access to social security and could join trade unions.

145. Some questions were asked about the increasing number of women who joined the work-force and whether it had resulted from economic necessity or from women's aspirations to participate equally in economic, political and social life.

146. Some experts found discriminatory the fact that women were forbidden to work in a number of jobs owing to the "physical nature of women", and stated that that should be decided by women themselves. They asked why night work was considered to be more suitable for men than for women.

147. In relation to the lower retirement age for women, an expert found that the report reflected over-protection and even discrimination. Furthermore, it was

asked why reference was made to average life expectancy, especially since women, in general, lived longer and should be assisted and retrained to continue their work.

148. The question was asked as to what measures would be undertaken by the Government to put an end to the discrimination of women in employment, to eliminate stereotyping, to change professional orientation and to implement the principle of equal pay for equal work. One expert asked whether that principle had been incorporated into the legal system or was only in the Constitution.

149. Experts asked whether women could bring cases to the court and whether there were any cases under consideration, especially those related to discrimination in employment such as expulsion from work. It was further asked whether the decisions of employers could be reversed on the basis of court decisions.

150. Many experts sought further clarification in regard to maternity leave. One expert asked whether the total 14 weeks of maternity leave could be split differently than stated in the Labour Code (6 weeks before and 8 weeks after childbirth) and whether it was usual for women to resume work after maternity leave. The question was raised as to whether women who worked during maternity leave prior to childbirth were subject to sanctions. It was also asked why pregnant women were forbidden to work overtime or at night if they were willing to do so. Questions were asked on how pregnant women were protected against dismissal in practice, about the term "justified cause" for dismissal and how maternity leave was financed.

151. An expert asked whether current regulations on maternity leave and maternity benefits were not counter-productive, as managers might be afraid to employ women, and whether employers complied with those provisions. One expert noted the provision for a nursing break.

152. It was asked whether the birth rate was decreasing owing to specific policies and family planning and whether there would be any policies aimed at increasing births. Clarification was sought as to the conditions under which a woman could have an abortion.

153. An expert asked whether there had been any progress in the realization of the project for the Province of Colon and whether there were any other projects oriented towards assistance to rural women and opportunities for their employment in rural areas.

154. In regard to family law, questions were asked about equal rights in marriage, divorce and separation. Some experts sought further clarification as to the grounds for divorce and asked about adultery and concubinage.

155. Experts asked about sanctions against the wife who did not want to follow her husband, and whether women were aware of the fact that according to article 83 of the Civil Code both spouses should reach a common agreement as to the domicile, and only in its absence would it be understood that the wife adopted that of the husband.

156. Some experts asked whether the penalties for failure to fulfil family maintenance duties were the same for wives and husbands. One expert questioned whether imprisonment in case of total negligence of duties could be of any assistance to women and families in need.

157. An expert asked why widows could not remarry for 300 days following the death of the husband and whether any measures were undertaken to persuade young people legally entitled to marry to postpone marriage and to continue their education.
158. In regard to protection of a family, further clarification was sought as to the legal and material situation of children born out of wedlock. One expert asked whether unmarried women could adopt children.
159. It was asked whether the new code would modify the present regulation of paternal rights, which in its current formulation discriminated against women, and the hope was expressed that the new family code would soon come into force and would end the inequality of rights within a family. It would also contribute to changing stereotyped prejudicial attitudes towards women. Many experts mentioned the importance of rules regarding parental authority and violence in the family.
160. The representative of Panama responded by giving an overview of the most important historical, economic, social and geographical characteristics of the country, which had influenced the situation of its population. He stressed that the transit character of the country was due to the construction of an inter-ocean railway and the Panama canal at the beginning of the twentieth century, which put the country in a dependence type economy as a tertiary export country, while the population was reduced to subsistence agriculture. He also mentioned the vogue of migration of male workers and its impact on the social situation of the country, which had to face deplorable conditions of underdevelopment. The Constitution of 1946, which established legal equality between women and men, also started the modernization process of the government institutions.
161. The representative of Panama stated that in his country there were no tribunals that could deal with cases of discrimination. Currently, women's rights were respected to about 50 per cent. He explained that the setting up of the Office for the Promotion of Women constituted the first effort at the governmental level to create a special body for the training and promotion of women. As regards the question of why discriminatory provisions were still in force, the representative believed that the government intended to correct that situation, but he was also of the opinion that the pressure had to come from the non-governmental organizations and from the Office for the Promotion of Women.
162. The representative explained that prostitution and trafficking in white female slaves were linked to the transit position of the country. In spite of the legal provisions and sanctions, those blights could not be eliminated. Prostitution, exploitation and procuring were punished; they were not considered criminal offences but offences that were dealt with by the police. It was hoped that the Penal Code of 1983 would remedy the situation.
163. As regards the political participation of women, he explained that in spite of the full recognition of women's rights their electoral participation was still low. That was probably due to insufficient awareness of women of those rights. Although 54 per cent of women were in the personal services area, women started moving into the technical and political fields towards 1975. The representative gave a statistical breakdown of Panamanian women in political positions.
164. Citizenship with all its connected civil and political rights was acquired at the age of 18. Children had to be maintained up to the age of 18 and, if they were studying, until the age of 25.

165. In the field of education, women had equal rights with men and equal access to all fields of study. Since the first Constitution in 1903, primary education had been compulsory and free of charge. In the 1970s, efforts were made to extend education to rural areas. In 1980, 84.1 per cent of all girls received some type of education. For pre-school education private or public child-care facilities existed in Panama. The public institutions were subsidized by the State. The representative of Panama also furnished statistical data on the education situation at various levels. Although he had no specific information on girls, he said that recently the overall drop-out rate had increased. At the primary and secondary levels, the percentage of males was higher, and girl students still went in for the traditional types of studies. The illiteracy rate of women was higher than for men, but recently female adult education had increased.

166. As regards employment, the representative of Panama said that his country practised salary discrimination to the detriment of women without giving them any means of recourse. He gave some statistical data on the economically active population, on the percentages of employed and unemployed and said that 26.6 per cent of women were employed as compared with 73.4 per cent of men. While the working conditions were the same for both sexes, the possibilities for promotion were not equal. The largest percentage of women were domestic employees, i.e. 54 per cent, and they were neither unionized nor protected by social security norms. Panamanian women took part in the labour market for various reasons, either to become economically independent, to increase the family budget or out of economic necessity if they had to maintain their families alone.

167. Maternity leave was one of the most important rights of women in Panama. It consisted of paid leave of six weeks before and eight weeks after confinement and was compulsory. If a woman on maternity leave was found to be working, she had to pay back her allowance. A dismissal of a pregnant woman was permitted only in certain very serious circumstances, such as dishonesty or unjustified absence. Maternity protection covered all salaried women in the public and the private sector and also domestic employees. In the case of domestic employees maternity leave was financed by the employer; in all other cases by the social security service.

168. "Mixed working" meant a working pattern consisting of subsequent day time and night time working hours.

169. In declaring some work unsuitable for women, Panamanian law followed the pertinent ILO Conventions.

170. As far as holidays were concerned, every worker irrespective of sex was entitled to one day of leave for 11 days worked and at the end of the year to 30 days of leave.

171. As regards the provisions for a nursing break and for crèches, the representative of Panama said that currently no enterprise had the necessary facilities for complying with those provisions.

172. The representative stated that except for therapeutical reasons and for victims of rape abortion was prohibited. He explained that during the last 20 years the fertility rate had been decreasing in the country and life expectancy had been increasing.

173. With regard to the use and abuse of women as sexual objects in the mass media, the representative said that some progress could be hoped for in the near future.

174. Rural women had only limited access to the productive labour sectors, and because of the predominant service industry in the country efforts made to diversify the economy had not met with success. As regards the role of rural women, efforts were made to recognize the importance of their economic contributions as integrated members of the family.

175. As regards the legal treatment of persons guilty of using, processing or trafficking in drugs, the representative of Panama said that traffickers were placed under stricter court sanctions than users of drugs, who were considered victims of an addiction.

176. The representative explained that the provision prohibiting divorced women from remarrying for 300 days after the day of divorce served to protect the divorced wife in case of pregnancy at the time of separation. However, no such control was exercised in practice. It was expected that the new Code of the Family and Minor would do away with all discriminatory vestiges in marital relationships. In cases of disagreement between the spouses as to the location of the domicile, the wife was normally asked to follow her husband. In divorce proceedings women and men had to obtain a lawyer's advice.

177. Adoption was possible for single persons of either sex, provided that the adopted child had the same sex as the foster parent. If one spouse wanted to adopt a child, the consent of the other was necessary.

178. Whereas under the old law only the husband was obliged to pay alimony, the new law provided for a reciprocal obligation of both partners. The new family code stipulated a minimum age for marriage of 15 for girls and 16 for boys.

179. The representative concluded by saying that the efforts of many women's organizations in the country had prompted the Government to undertake measures to improve the status of women. Any unanswered questions would be dealt with in the next report.

Austria

180. The Committee considered the initial report of Austria (CEDAW/C/5/Add.17) at its 51st, 55th and 56th meetings, on 24 and 28 January 1985 (CEDAW/C/SR.51, 55, 56 and 62).

181. The representative of the State party began his introduction with some remarks on the reporting system under the Convention, which placed a heavy burden, in terms of budget and work, on Member States. Such a burden weighed all the heavier in the case of countries that had only limited technical and administrative resources or whose official language was not one of the official working languages of the United Nations.

182. He presented additional information on the most recent events, which could not have been incorporated in the report.

183. He mentioned the seminar on the economic role of women in the Economic Commission for Europe region, which was held in Austria in October 1984 at the

invitation of the Austrian Government by saying that many of its recommendations provided for action to compliment the provisions of the Convention. He highlighted the main constitutional provisions that guaranteed equality between the sexes in Austria and spoke about the extensive case law that was consequently developed by the Constitutional Court, which was guided by the principle that unequal treatment of women and men was only justified where objectively justifiable reasons existed. Those constitutional provisions were binding on lawmakers, the administration and the judiciary, and upon ratification of the Convention, article 4 was given the rank of constitutional law.

184. He then reported on a number of concrete measures and initiatives taken by his Government on behalf of women in recent months. One of them was a campaign to change traditional and stereotyped attitudes towards jobs and raise the awareness of young women to take up unconventional work. Another was a programme for the promotion of women in the civil service adopted by the Government, which proved successful. He underlined the clearing house function of the Office of the State Secretary for General Questions relating to Women in the Federal Chancellery. He also emphasized that the Government and its agencies were by far the largest employers in Austria and their measures had an immediate impact on the overall situation of women in the country. Other measures referred to helping abused women, women released from prison and women seeking divorce, sexual violence against women and related legislative measures. Besides the various government actions, he referred to private initiatives that merited full government support.

185. The representative of the State party presented some statistical data on women in public political life. He said that 1 out of 15 ministers and 2 out of 6 state secretaries were women; 20 out of 183 Members of Parliament and 10 out of 63 members of the second chamber, the "Bundesrat", were women. The percentage of women in the diets, the "Landtage", ranged from 2.8 per cent to 18 per cent. The members of all those bodies were elected by equal suffrage; their composition reflected the conventional attitudes of the population, which the Government was attempting to change. In addition to the various measures undertaken domestically, Austria was also actively involved in promoting equal opportunities for women at international forums.

186. The majority of members of the Committee congratulated the representative of Austria on his excellent introductory statement, which complemented the information supplied in the written report. They were impressed with the quality and quantity of programmes, which demonstrated the seriousness attached by the country to the Convention and the desire to change the stereotyped roles of women in society. Some commended the particular attention paid by the country to women in the work-force and the various equality provisions in the Austrian codes. On the whole, the impression was that Austria had started very conscious work towards de facto equality between women and men. At the same time, most experts expressed concern about the lack of sufficient statistical information and deplored the fact that two documents, handed out during the meeting ("The economic role of women in Austria" and "Women and mass media in Austria"), which contained very valuable statistical data, had not been available earlier. A few experts shared the concerns expressed by the representative of the State party with regard to translation problems in connection with the submission of national reports.

187. One expert sought clarification on what she felt were two contradictory statements in the report, namely, that the provisions of the Convention could not be applied directly within the framework of the domestic legal order, but that the

Convention supplemented Austrian law, and its articles 1 to 4 were additions to the Constitution.

188. Some experts asked for more information on the procedure to be followed when making an appeal to the Constitutional Court. They wanted to know whether citizens could appeal directly or indirectly in cases of violations of any rights or only of constitutional rights and whether the costs of appeal were borne by the State. More clarification was sought on the Equal Treatment Act, the functions of the Equal Treatment Commission and on what was meant by the elimination of "open discrimination" under that Act in collective agreements. Several experts asked which mechanism was applied by the Equal Treatment Commission to control the implementation of the Convention and other legislative measures, what procedure had to be followed to bring a case before that Commission and who was entitled to appeal to the Commission. Some experts asked whether the Commission operated under the instructions of a government body, and several experts expressed astonishment at the small number of cases submitted to the Commission. They also asked whether any other cases concerning discrimination against women had been dealt with and whether any discriminatory measures had been subsequently declared null and void.

189. As regards the special administrative bodies in Austria dealing with women's matters, questions were asked about the specific functions of the Office of the State Secretary for General Questions relating to Women in the Federal Chancellery and the tasks of the special unit for women's problems within the Federal Ministry of Social Affairs which was created in 1983. Questions were also asked about the relationship of those two bodies to each other and to non-governmental organizations and their powers to impose sanctions. An expert asked whether the unit created in 1983 continued the programmes started by the former Office of the State Secretary for Matters relating to Working Women in the Federal Ministry of Social Affairs.

190. Several experts wanted to know whether any assessment of the activities to enhance the status of women had been made, whether as a result of media campaigns and major changes in school textbooks and television programmes people's attitudes had changed and whether research on assessing those changes had been undertaken. One expert asked whether and to what extent men were involved in attempts to change traditional attitudes and what was being done to encourage men to change their attitudes. More information was requested on the responsible authorities in the fields of information and education. One expert wanted to know whether the new ways of presenting women and men in textbooks applied also to pre-school educational materials. Another expert asked whether the choice of television programmes depended upon the good will of the media or whether an authority was responsible for imposing certain sanctions.

191. More information was sought on the situation with regard to role stereotyping and discrimination in advertising. It was asked whether employers advertising vacancies were allowed to specify that they were open only to applicants of a particular sex.

192. More statistical information was sought on the participation of women in political organizations and political parties at all levels, the number of women who exercised their right to vote and the percentage of women in elected bodies at lower and higher levels.

193. Several experts were somewhat surprised that Austria had made a reservation with regard to article 7 (b) of the Convention and asked for clarification. They wondered whether the reservation referred to the participation of women in the armed forces or to their access to public functions at certain levels. It was also asked whether military service was compulsory in Austria. Further questions referred to the percentage of women in the judiciary, in senior public service, in the diplomatic service and in international bodies. One expert inquired about the fields in which women ministers were appointed and whether the 20 women Members of Parliament had been the only female candidates.

194. As regards education, more statistical information was sought on education at all levels and especially on female student enrolment, the proportion of women who had completed secondary or post-secondary education as compared with men and the proportion of educated women compared with all women. One expert wanted to know in what types of careers female university graduates were engaged. Questions were asked about the types of trades women were entering under the special apprenticeship programme, about the role played by the Roman Catholic Church and about the situation of immigrant women. One expert asked for a copy of the book published in November 1981 as a result of a story competition that had been organized under the motto "Girls may whistle - boys may weep". Other experts asked whether education was compulsory in Austria and up to what level and which types of education were free. It was asked whether courses in handicrafts and domestic economy were taught to girls and boys or whether they had been abolished.

195. One expert asked whether the new educational programmes constituted an obligation for teachers or whether they had the character of suggestions only.

196. More statistical information was requested on the proportion of women and men in different occupational groups, at different levels, in the public and private sector and on the total number of gainfully employed persons. It was asked whether female unemployment existed and whether steps had been taken to reduce or even eliminate piece work. One expert asked whether a woman who had been dismissed on discriminatory grounds or had been refused employment on the ground of sex could take recourse action and to which relevant authority. She also inquired whether men as well as women with dependants had the right to contest a dismissal as being socially unjustified. Other experts asked about the part-time working system, about the protection of the rights of unpaid women in family business and about the reasons for prohibiting night work for women. They also wanted to know which types of work were forbidden for women, why a prospective employer was not forbidden to take sex into account in the selection of personnel, whether any problems had arisen in that respect and what were the criteria for the "best suited" applicant for public service. It was asked whether Austria intended to withdraw its reservation in respect of article 11 of the Convention.

197. Some experts asked about concrete examples of preferential treatment, whether discrimination in respect of remuneration for work of equal value and in the taxation system existed, why women were still earning the lowest salaries and what measures the Austrian Government envisaged to change that situation. Another expert was interested in the results contained in the report on the special programme adopted in November 1981 to assist women in public service. While one expert inquired whether discrimination was practised in Austria only in the private sector or also in regard to government posts, another expert thought that the Government, being the most important employer in Austria, was in the fortunate position of being able to give a good example to private employers. Other

questions referred to vocational guidance to take up non-traditional occupations, to professional training programmes, to the situation of women migrant workers, to the situation of ethnic minorities and to data on the conditions of work for women in various branches of industries.

198. Several experts made observations in connection with the question of maternity leave. Some asked whether paternity leave was being considered, whether women, after having taken suspended leave for child-care did not risk losing their jobs and whether public assistance in any form was given for child-care services. It was also asked whether women who had to take care of sick children were paid an allowance and, if so, whether the father was equally entitled to it. One expert wanted to know the percentage of women who took maternity leave in the public and in the private sectors. Another expert asked whether it was up to the discretion of women to decide on the type of work to be performed during pregnancy. One expert inquired whether the maternity allowance which had been raised for single mothers was still different from the allowance for married mothers.

199. More information was sought on the legal situation regarding abortion, and it was asked whether health services in Austria were private or paid for by the State. One expert asked how prostitution was dealt with in Austria and whether it was considered an offence.

200. As regards rural women, more information was requested on problems faced by rural women, their educational status and their employment possibilities. More clarification was sought on the helpers assigned to mothers active in business, farming or forestry, during the pre-natal and post-natal periods prescribed by law, and whether costs connected with such helpers were covered by the State or by private insurance.

201. Another question referred to the type of authorities that would arbitrate in cases of disagreement between the parents about the receipt of family allowances. An expert sought more information on the family and partner counselling services. More information was sought on the exercise of women's rights to establish a domicile following a divorce and on the extent to which women were economically independent, could administer their own property and deal with financial institutions.

202. Several experts requested more information on the forthcoming legislative amendments in criminal procedures in cases of marital violence and abused women. Some experts asked whether programmes for counselling men in domestic violence existed, whether studies on the magnitude of the problem had been made, what action had been taken to combat the phenomenon and what were the seven institutions referred to in the report for the protection of maltreated women. It was asked whether, apart from the husband, violence was also exercised by other male members of the family and whether a link between violence and alcoholism existed.

203. A few experts were concerned about the existing distinction between legitimate and illegitimate children, which had been abolished in other countries. Questions were asked about whether equality between the sexes existed as regards maintenance obligations, custody and guardianship and why legal guardians, instead of the mothers, had to take care of an illegitimate child. More information was sought as regards the right of and the procedure for adoption. Finally, it was asked whether women who lived in consensual unions had the same rights as married women.

204. The representative of Austria explained that the rank of constitutional law for articles 1 to 4 of the Convention meant that no legislation could be enacted in Austria that was contrary to those provisions. They were, however, non-self-executing, that is, laws and other provisions had to be enacted before those articles could be applied.

205. If the principle of equality had been violated, each person was entitled to file a complaint with the Constitutional Court within six weeks after the passing of a final decision in the last instance by an administrative authority or in order to challenge the legality of an ordinance or law. Such decisions or laws may be declared null and void. The representative enumerated a number of concrete examples and also stated that everyone in Austria was entitled to seek free legal aid.

206. As to the composition and functioning of the Equal Rights Commission he explained which members of the Government, autonomous chambers and trade unions were appointed for a period of four years by the Federal Minister for Social Affairs. Although only few cases had been dealt with by the Commission, they had far-reaching impact on collective and other labour agreements. The Commission dealt with cases of discrimination in the para-judicial field, and complaints could be filed with that body and the Labour Court simultaneously.

207. The tasks of the former State Secretary for Matters relating to Working Women in the federal Ministry of Social Affairs and her programmes and research work had been taken over by a whole unit in the same Ministry without any budget cuts. The installation of the State Secretariat for General Questions relating to Women in the Federal Chancellery made women's issues a government function and, by putting them in the centre of public attention, contributed to a change of attitude in the society. The office also held interdisciplinary negotiations with other ministers.

208. As regards women in the media, the representative of Austria mentioned a Commercial Advertising Committee attached to a ministry, which issued specific guidelines to advertising companies and dealt with pertinent complaints.

209. After having explained that "open discrimination" meant any discrimination contained in the explicit wording of a provision of law, he said that such "open" or "positive" discrimination was no longer contained in collective agreements and every endeavour was made to eliminate it anywhere else.

210. The legislative provisions concerning prostitution did not differentiate between women and men. Prostitution in public places and prostitution involving children and minors were forbidden; it was allowed, however, in places confined by the authorities, and was placed under medical control.

211. There were no restrictions in Austria on the participation of women in political parties and trade unions, and the State Secretary for General Questions relating to Women was trying to develop in women more self-confidence to run as candidates for political office by holding seminars and training programmes. Although there were currently only 20 women in Parliament, there were many more women candidates for the last elections.

212. As to the reservation made by Austria with regard to article 7 (b) of the Convention, the representative explained that it concerned only the exemption of women from military service. Austrian lawyers considered that there were

"objectively justifiable" reasons for such an exemption. Women were, however, included in the administration of the army. Military service was compulsory for men.

213. The representative gave statistical information on the participation of women in the diplomatic service. In the foreign service 48 per cent of the staff were women; 10.8 per cent were women diplomats.

214. An association subsidized by the Government had been conducting information campaigns for parents in order to change stereotyped behavioural patterns for pre-school children. The State Secretariat for General Questions relating to Women not only issued general guidelines for assuring a more realistic picture of both sexes in Austrian schoolbooks, it also carried out literacy campaigns for female migrant workers and programmes geared towards social fringe groups and linguistic minorities. The representative of Austria stated that in his country education was compulsory for nine years. School attendance, schoolbooks, vocational training, education in universities and high schools and transportation to and from schools or universities by public transport were free of charge for both sexes up to the age of 27. Students from low-income families could apply for scholarships, which covered their cost of living. The medical care of pupils and students was covered by the Austrian social security system. Women constituted 41.7 per cent of the total university population; from the breakdown by field of study it appeared that the majority of female students, i.e. 52.8 per cent, was enrolled in philosophy and science.

215. He explained that the trend towards higher education had continued for both sexes. The share of women with completed vocational training rose from 13 per cent to 19 per cent, and considerably more women graduated from schools of higher education. Yet there were still differences in professional qualifications between the sexes. Whereas more women than men held senior posts in the public service, less than 1 per cent of female graduates, compared with 16 per cent male graduates, held executive positions in private enterprises.

216. The representative stated that the advanced training programme for teachers was voluntary.

217. Concerning the special apprenticeship programmes for women, the representative of Austria explained that monthly subsidies were paid to enterprises that employed girls in jobs in which less than 30 per cent women were employed, and research and training programmes and media campaigns were carried out to motivate girls to take on non-traditional jobs. A special programme was also launched for the promotion of women in the civil service in order to change stereotypes and eliminate prejudices. It included special courses for women, the provision of day care shelters and better working conditions. Furthermore, by ministerial decree all job vacancies had to be announced without reference to sex. The sex of the applicant was equally irrelevant. Similar measures and improvements were aimed at in the private sector.

218. Although the incomes in the public sector were regulated by legislation, the wage difference between women and men in the public sector still came to 19 per cent - about 40 per cent in the private sector. A study carried out on the differentiating regulations for work performed by men and women under Austrian collective agreements had a strong impact on the Equal Treatment Act of 1979.

219. Generally, part-time employment incorporated no legislative disadvantages for employees, and the number of part-time employees was on the increase. The representative of the State party mentioned the special legislative provisions covering self-employed housewives. An additional measure to reduce piece-work was that the agreement of shop stewards in private enterprises must be obtained.

220. As regards job restrictions for women, it was stated that under certain legislative provisions the physical abilities of women had to be taken into account in the assignment of work and, consequently, a number of activities were forbidden to women. Night work was outlawed for women on the grounds of ILO Convention No. 89 and a number of special laws. Exceptions were only made for specific types of occupation and further exceptions were under consideration.

221. As regards the special provisions for the promotion and protection of ethnic minorities, the representative of Austria explained that no distinction was made between women and men.

222. The representative mentioned special measures to protect women against dismissal during and shortly after pregnancy. If a person had dependants, the law courts had to decide whether the dismissal was socially justifiable by taking into account the alimony responsibilities of the person to be dismissed.

223. As regards the system of taxation, he explained that couples were taxed separately in Austria and that a number of expenses, such as payment of alimony, were deductible from tax.

224. The representative of Austria stated that every employed person was entitled to paid leave of up to one week for looking after a sick close relative. Birth and family allowances were the same for single and married mothers. The maternity leave allowance for single mothers was one-third higher than that for married mothers. There were special emergency grants for single mothers up to the child's third year and a special child-care allowance for single mothers up to the child's sixth year. A small contribution for public child-care facilities had to be paid by the parents according to their income. Private child-care centres were run on a commercial basis, and most of them received government subsidies. Although paternity leave was under discussion, it was not likely to be introduced in the near future because of the reserved attitude of employers' organizations. Since 1975, abortion was allowed to be performed by a medical doctor up to the third month of pregnancy.

225. The representative mentioned about 200 family counselling centres in the country run by the State or by private organizations, which were available to everyone free of charge and gave advice on family planning and social, economic and psychological problems arising out of a partnership.

226. Self-employed women were entitled to the service of a helper assigned by the authorities for eight weeks before and after confinement. Only about 7 per cent of women in Austria worked in agriculture. A farmer's wife enjoyed medical care under the Austrian social security system and had the status of a self-employed housewife. She enjoyed all measures relating to maternity protection and the corresponding allowances. Female agricultural workers had the same entitlements as other workers.

227. The representative gave some statistical information on women who suffered under marital violence and stated that more women were reporting cases of abuse committed by men to the police. Marital violence was considered a justification for divorce and for leaving the common residence. Victims of sexual violence could seek refuge in self-administered shelters and make use of telephone hot lines or group therapy. The representative mentioned legislative and ministerial measures that had been initiated or were foreseen in case of sexual violence.

228. The representative of Austria stated that women could acquire and administer movable and immovable property and take out bank loans without prior consent of their husbands. Separation of property in marriage was foreseen under Austrian law if not otherwise decided upon by the spouses. In case of divorce the common savings and assets were split up according to rulings of the court.

229. As regards housekeeping and housework, surveys revealed that the pattern changed over the last 15 years and more men took part in the tasks of housekeeping and child-care.

230. The representative of Austria clarified that the terms "legitimate" and "illegitimate" children were in the report through an error of translation. The correct terms were children born in and out of wedlock. For children born in wedlock, the parents acted as legal representatives; for children born out of wedlock, those functions were fulfilled by the public youth welfare agency. Under a new law, which would be enacted soon, a single parent of either sex could be the legal guardian. After marriage both spouses could either request to bear the name of the husband or of the wife, the wife could also add her maiden name to her husband's name. Children born in wedlock had the common family name; children born out of wedlock bore the mother's maiden name. Concerning the family allowance, the representative stated that parents who lived together were free to choose which of the spouses received the allowance for which child. In cases of disagreements the authorities had to ensure that the benefit went to the parent who assumed the main responsibility for the child.

231. As to the question of adoption, it was stated that in Austria a person of either sex beyond a certain age was allowed to adopt a child under court authorization if the adoption served the well-being of the child and the prior consent of the child's close relatives had been obtained.

Yugoslavia

232. The Committee considered the initial report of Yugoslavia (CEDAW/C/5/Add.18) at its 52nd and 56th meetings, on 24 and 28 January 1985 (CEDAW/C/SR.52, 56 and 63).

233. The report was introduced by the representative of the State party who said that it covered the period up to 1981/82 and discussed problems relating to the economic situation of the country.

234. He explained that Yugoslavia had complied with all the social, economic and political prerequisites to ensure equality of the two sexes in social, economic and political life. He further explained that his country was aware that legal equality of rights between the sexes was not necessarily always a guarantee of their actual equality, on a day-to-day basis.

235. He referred to the impact of traditional factors that affected the level of employment and other roles of women in society. He said that the country's policy of accelerated socio-economic development had become the most important factor in progress towards a more satisfactory, more equitable and more active position of women in society.

236. The representative of Yugoslavia informed the Committee that in 1978 the Assembly of the Socialist Federal Republic of Yugoslavia had adopted a resolution on the basic guidelines for social action with a view to promoting the socio-economic status and the role of women in a socialist self-managed society. The resolution also gave the basic lines of social action with a view to more comprehensive education, employment of women and the improvement of the social status of women in rural areas. He stated that the implementation of the resolution was reviewed every two years on the basis of reports. One of which was submitted in 1980 and the other one was being prepared.

237. The second part of the introduction of the report was made by the President of the Committee for Labor of Yugoslavia, who stated that steps had been taken to implement the Convention. Amendments and supplements to the laws had been adopted, in such areas as labour relations, disability pension coverage, job placement, intermediate and higher education. She further explained that a law limiting the work week to less than 42 hours in industries with less favourable working conditions (e.g. textile, chemical and leather industries where female workers were most numerous) will soon be adopted.

238. The representative of Yugoslavia also stated that it was considered that matters such as certain bans on night work for women had to be carefully reviewed with a view to applying that kind of prohibition when necessary and when it could be determined that its application would not represent a form of discrimination against women.

239. With regard to retirement, the representative of Yugoslavia stated that a previous law, found to be unconstitutional, had recently been amended to allow women to retire on pension after 35 years of work, as before, but with the right to work a full 40 years in the same way as men.

240. The representative of Yugoslavia emphasized that all Yugoslav legislation, the federal Constitution of Yugoslavia and the constitutions of the Socialist Republics and autonomous provinces were fully in accord with the Convention. She regretted that despite the positive achievements to which she had referred there were still numerous factors that continued to exert negative effects on the status and role of women, e.g. educational and vocational structures, the low level of female employment in the public sector, problems regarding maternity benefits and public care for children. She assured the Committee that many measures and initiatives were currently being taken to eliminate those negative factors within the country.

241. Experts thanked both representatives for their introduction of the report. Several experts expressed their appreciation for the information contained in the report and for the efforts made by Yugoslavia to comply with the Convention's articles. In response to the introductory statement, some experts felt that the report contained few statistical data on education, employment, health, etc. Additional statistical data was provided later that day to update and complete information contained in the report.

242. One expert asked why it was deemed unnecessary to have any institutions or party mechanism for the promotion of women's rights.
243. Clarification was sought on "humanization of relationship between the sexes".
244. One expert asked for further explanation regarding the statement in the report that any permanent union of persons living together, where a parent or an adult looked after children, was considered to be a family. Another expert commented on this statement.
245. One expert sought clarification regarding the part of the report on the protection of women from trafficking and exploitation.
246. Some experts noted that despite the fact that the Constitutions contained provisions to ensure full equality of the sexes in voting and public referenda as well as the possibility of being elected to all bodies, the participation of women in political life remained very low. Experts requested data on the participation in council and local communities, which was later supplied by the representative of Yugoslavia. Another question was raised about ways in which Yugoslav women participated in the struggle for peace. Another expert requested clarification of women and the military service.
247. Some experts wanted to know why statistical data on men's participation in political assemblies were lacking, and how women were represented compared with men in leading bodies of different organizations such as the League of Communists and the Socialist Alliance. Others asked whether Yugoslavia had undertaken specific measures to increase the proportion of women in political life and also about the active participation of women in public organizations.
248. Some of the experts were concerned about the number of women working in diplomatic service, including diplomatic and consular mission abroad: 174 women compared to 967 men. The experts asked what was required for women to join the diplomatic service.
249. One expert wanted to know whether nationality and citizenship were the same thing in Yugoslavia and what were the provisions in that respect.
250. Referring to education, some experts wanted to know the proportion of girls and boys attending technical colleges. There was a request for additional statistical data on the proportion of girls attending schools, technical colleges and universities of all kinds. Information was sought on the educational steps taken to end discrimination against women and about discrimination that might be found in local customs and traditions.
251. Some experts asked about the employment situation for women compared with men and the sanctions in cases of violations of employment rights. Others asked what were the criteria used to evaluate the quality and quantity of work in order to determine correct remuneration, and requested statistical breakdown of wages. One expert noted the data on the qualification pattern of women employed in the social sector as contained in the report and asked how such a percentage had been reached.
252. It was noted with satisfaction that Yugoslavia had adopted a new approach towards protective legislation, such as prohibition of night work only for women

and that there had been changes in legislation in order to close the gap with regard to retirement ages for women and men.

253. More information was requested about the Penal Code concerning the rights of individuals for freedom of trade and free employment. A few experts wanted to know whether there had been instances of violations and, if so, what kind of action had been taken.

254. Information was requested about the amount of time husbands devoted to household work compared to women and about whether rural areas differed from urban areas. One expert stated that in rural areas women were reported to have an extremely heavy work-load and asked what measures were planned to ease their burden.

255. Noting the attention paid in the report to the concept of equality in public life, work and the family, a few experts wanted to know what was done not only to promote better conditions for women but also to encourage men to perform the role of caretakers in the family. One expert wanted to know whether only mothers were considered to be capable of caring for children.

256. Some experts wanted to know whether there were any statistics as to how many women changed their names and how many men took their wives' names, since a woman could choose by law to keep her maiden name or to take her husband's name after marriage. Clarification concerning the names of children was requested.

257. One expert wanted to know the minimum age for marriage for women and men and the divorce rates. Other questions were whether marriages were common in Yugoslavia and the number of single mothers. One expert asked about the required age for women and men to adopt children.

258. Referring to the law of the Socialist Republic of Croatia prohibiting a husband from initiating divorce proceedings while his wife was pregnant or until their child reached a certain age without prior consent of the wife and the law of the Socialist Republic of Serbia restricting the right of the mother to initiate divorce proceedings while she was pregnant, one expert wanted to know what happened when the wife was in great conflict with her husband.

259. One expert specifically wanted to know about the position of women migrant workers and the problems they encountered when they returned, such as for example, difficulties in finding employment.

260. The representative explained that the Yugoslav Constitution was based upon the recognition of men and women alike as productive and creative individuals and precluded all forms of exploitation, whether of men or of women.

261. The representative pointed out that the Yugoslav economic system was based on free associated labour, whereby the public sector was predominant. In 1947 the public sector accounted for 49 per cent of the gross national product, in 1959 for 62 per cent, in 1967 for 77 per cent and in 1974 for approximately 81 per cent. By 1974 some 3 million persons had moved from rural areas to the cities, where approximately 45 per cent of the country's inhabitants lived and worked (in 1953 the figure was 22 per cent). The proportion of the agricultural population had declined from 67 per cent in 1948 to 31 per cent in 1977 and the trend was continuing in that direction.

262. Legislative jurisdiction was divided between the Federation six republics and three autonomous provinces. The legislative organs of the Federation were confined to regulating the basic rights of all employees and the basic rights of the working people with a view to ensuring their social security and solidarity. Regulations relevant to women on marriage and family relations, health care, social welfare and education were made by the republics and provinces through their laws. The representative explained that the Federal Assembly adopted two resolutions that were important for women's status: a resolution on Family Planning, 1969, and another on Social Welfare, 1970.

263. The representative explained that there were no registered cases of white slave traffic in Yugoslavia; prostitution, where it existed, was not organized but was primarily a matter of personal decisions of particular women and did not represent a serious social problem.

264. Replying to the questions concerning Yugoslavia's political system, she explained the delegation system operating in Yugoslavia and showed a diagram illustrating the number of delegates, of whom 26 per cent in 1962 had been women. Women comprised 44.82 per cent of the membership of workers' councils. Lastly, she said that criminal law in Yugoslavia was treating equally women and men.

265. She informed the Committee that women represented 44 per cent of the deputies of the workers' councils, 26 per cent of delegates to basic organizations and about 35 to 36 per cent of the country's work-force. At the federal republic and autonomous territorial levels, a strengthening could be observed in the overall framework for development; for example, there had been a 4 per cent increase in industry and a 3 per cent rise in employment.

266. Replying to the question on participation of women in diplomatic services, the representative explained that the Foreign Service had always been and was open to women at all levels. The country had women ambassadors (in Finland, Morocco, Norway, Sri Lanka and Switzerland), consuls-general (Geneva), assistants or counsellors to the Federal Secretary for Foreign Affairs and heads or members of important delegations sent abroad. Women also made a substantial part of various bodies involved with the elaboration of foreign policy.

267. In 1976, 95 per cent of the population enjoyed elementary education, which was compulsory for eight years of school. The figures for secondary and higher education were 46 per cent and 7.6 per cent, respectively. An average of 180 doctorates and 618 masters degrees a year were obtained by women. On the issue of illiteracy, she said that 54 per cent of Yugoslav women had been illiterate in 1934, 30 per cent in 1961 and 14.7 per cent in 1981; the corresponding percentage among men in 1981 was 4.1 per cent. The proportion was high, but figures were available to show that illiteracy was now confined to women aged 40 or more.

268. On the subject of unemployment, she said that the situation varied from province to province. In Slovenia, women made up 44 per cent of the labour force, in Kossovo only 20 per cent. Some 71 per cent of the country's total labour force was employed in production of various kinds and 29 per cent in public services such as health and education; 60 per cent of those employed in public services were women. A total of 35 per cent of Yugoslav women were employed.

269. The statutory working week in Yugoslavia was 42 hours. Maternity leave varied from 3 to 12 months depending on the republic. Annual leave was granted at the

rate of 1.5 days per month. Workers under the age of 18 were allowed an additional week a year. Annual leave could also be extended in the light of such factors as health, family conditions such as single parenthood and working conditions.

270. With regard to agriculture, she said that women accounted for 42 per cent of the agricultural work-force. Private land holdings in Yugoslavia were limited to 10 hectares, except in mountainous and high-altitude regions, where they could be larger.

271. She said that the number of doctors, hospitals and clinics in rural areas was steadily increasing. Turning to the question of family relations, she also said that women's increasing and economic independence was altering traditional attitudes.

272. In reply to the question on the definition of the family in Yugoslavia, the representative explained the generally accepted principle in Yugoslav society was that any permanent union of persons of different sex living together where a parent or an adult looked after the children was considered a family.

273. Many activities were pursued to develop more human relations between the sexes such as educational programmes on family life to encourage responsibility and socially active parenthood.

274. As regards the issue of family planning, the representative pointed out that the right to health care and to freely decide on family planning had been spelled out by the Constitution and the constitutions of all republics and autonomous provinces.

275. Children born out of wedlock had the same rights and duties as children born in wedlock.

276. Guardianship, the representative explained, was regulated by statutory provisions that accorded protection to minors deprived of parental care as well as to a certain category of adult with a view to protecting their personalities. Another purpose of guardianship was to ensure the observance of property and other rights and interests of the wards. Property related matters that the guardian may deal with on behalf of a ward were precisely spelled out.

277. As concerns property in marriage, the representative explained that according to family legislation there were two categories: the separate property of each spouse and common property, the latter being the property acquired during marriage. Spouses managed and disposed of that property together and in agreement. Upon divorce, the size of the share of each spouse was determined either by agreement or by a court of law.

278. On the question of the age of marriage, the representative said that the laws of all federal units set 18 years as the age; however, a lower limit of 16 and 14 years had been prescribed in case of emergency, e.g. pregnancy. Spouses may agree to take the surname of either spouse or their own surnames, or to add the surname of one spouse to the surname of the other.

279. On the issue on women migrant workers, the representative explained that at the moment women represented about one third of the total number of Yugoslav migrant workers abroad. The number of emigrant workers dropped from 750,000 in

1981 to about 600,000 at the end of 1983. About 500,000 family members of workers lived abroad, of whom roughly 250,000 were younger than 18 years. The position of migrant women was determined by the Act on Protection of Yugoslav citizens working temporarily abroad (1980). The representative said that the Government was suggesting co-operation with countries of immigration by creating new jobs in Yugoslavia for returning migrants in the small-scale industries.

280. The representative explained that 1,700,000 Yugoslavs (11 per cent of the pre-war population) lost their lives in the Second World War, among them a great many women. As illustration, he cited that more than 100,000 women participated in partisan units; more than 25,000 women were killed in action, 40,000 were wounded and some 3,000 remained physically disabled. Some 2,000 were promoted to the rank of officer. More than 280,000 women were sent to Nazi concentration camps. Some 85 women were decorated with the order of National Heroes, the highest Yugoslav award as a symbol of gallantry. He also referred to the Act of Military Services introduced in 1980, which stipulated that women could enlist in the army under the same conditions as men, and some 3,000 of them actually served in the army.

IV. CONTRIBUTION OF THE COMMITTEE TO THE WORLD CONFERENCE TO REVIEW AND APPRAISE THE ACHIEVEMENTS OF THE UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

281. At its 47th, 53rd and 63rd meetings, on 22 and 25 January and 1 February 1985, the Committee discussed its contribution to the 1985 World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace.

282. There was general agreement among the experts not only that the compendium should be included in the documentation of the 1985 World Conference but also that the documents should be introduced personally by the Chairperson of the Committee to the participants of the World Conference in order to put more emphasis on the Committee's importance. As such a step had financial implications, the experts agreed that the Committee should make a recommendation during the session and that the Secretariat should be asked to undertake the necessary consultations with the authorities in New York. It was stated that in order to be observed such a recommendation would have to be addressed to the third session of the Commission on the Status of Women acting as Preparatory Body for the World Conference and be endorsed by the Economic and Social Council. The experts were confident of obtaining support for such a recommendation from the government representatives at those bodies.

283. At its 47th meeting, the Committee discussed the content and organization of the report that was to be prepared. All the experts commended the efforts made by the Secretariat in preparing the compendium of information based upon the national reports on the achievements of and obstacles experienced by States parties in the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, in conformity with article 17, paragraph 9, of the Convention. That was done pursuant to paragraph 5 of Economic and Social Council resolution 1984/8, in which the Council, on the recommendation of the Committee, had requested the Secretary-General to prepare a compendium to assist the Committee in the preparation of a report on those issues as a contribution to the 1985 World Conference. The experts agreed to use the compendium as a basis for that report to be submitted to the World Conference.

284. Clarification was sought by some experts on the economic and regional classifications used in the compendium. The Secretariat explained that the criteria for classifications of the countries were those generally applied by the United Nations for the preparation of studies and had also been used in the report of the Secretary-General for the 1985 World Conference on the review and appraisal of progress achieved and obstacles encountered during the Decade at national and international levels, based on the replies of 120 countries to a questionnaire. The majority of the experts rejected that type of classification. Some experts favoured the classification applied by the Group of 77. Other experts were against any classification.

285. It was felt that the Committee should take the fullest advantage of the possibility of submitting a document at the World Conference. The Committee decided that the compendium should start with an introduction of not more than 5 to 10 pages. In the opinion of the majority of the experts the introduction should indicate that the adoption of the Convention was one of the main goals of the United Nations Decade for Women and that that goal had been achieved. Furthermore,

it should summarize the work and the task of the committee as well as its monitoring function. The number of ratifications and accessions as well as the number of reports received should also be given in the introduction. In addition to that, States parties should continue to be urged to ratify the Convention or to accede to it. The overall progress made since the coming into force of the Convention and the major obstacles encountered should be highlighted either in the introduction or in the concluding chapter.

286. In discussing the draft compendium some experts found that the general tone was too positive, that not enough attention was paid to the obstacles and that it did not reflect the situation objectively. However, several inconsistencies were pointed out. Other experts, on the other hand, thought that the obstacles encountered were well highlighted. Terminological problems were mentioned in connection with the use of the term "positive discrimination", which was not used in the text of the Convention. By enumerating some examples, another expert underlined the difficulty in finding a common denominator for progress for the advancement of women. Several experts felt that not enough emphasis was placed on the contribution made by women and women's organizations to the issues of peace, disarmament and the new international economic order, the role played by women in political life; more weight should be given to equitable international co-operation and the equality between women and men.

287. There was general agreement in the Committee to submitting to the Secretariat more detailed comments in writing. While most experts suggested that a working group to draft the introduction and the conclusion of the compendium should be set up as early as possible, other experts held the view that a working group should only be constituted if it was too difficult for the Secretariat to integrate the written comments into the document. Some others suggested that the task of drafting both the introduction and the conclusion be left to the Rapporteur. It was finally decided that a working group should be established.

288. At its 57th meeting, on 29 January, the Committee discussed the guidelines elaborated and agreed upon by the working group and the introduction of the Committee's contribution to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace.

289. The guidelines to revise the compendium were introduced by the speaker of the working group. After some discussions, the Committee adopted the following guidelines:

1. To delete all the footnotes and to attach instead a table showing:

States parties reports;

Committee on the Elimination of Discrimination against Women reports;

Summary records.
2. To delete the regional classification on page 8 of the compendium.

3. To delete reference to States parties whose reports have not been discussed in the Committee on the Elimination of Discrimination against Women.
4. To reclassify and group the States parties into:
 - Developed countries with market economies;
 - Countries with centrally planned economies;
 - Developing countries.
5. To insert the names of States parties in the text of the compendium following the classification in guideline 4.
6. To group in chapter I B all the sanctions and remedies and to shift it after the present F in the enumeration.
7. In order to avoid duplication, to group together all information on subjects covered by more than one article under that article which deals specially with it in the Convention (e.g. maternity under art. 11, family planning under art. 12).
8. However, guideline No. 7 does not affect article 14 on rural women.
9. To delete chapter IX of the compendium and as far as possible to combine it with the introduction.
10. To annex the Convention to the report.
11. To observe a consistent approach and sense of proportion in assessing the contribution of various countries to the implementation of the provisions of the Convention.

290. The Committee continued discussing the introduction to the report on the achievements of and obstacles experienced by States parties in the implementation of the Convention on the Elimination of All Forms of Discrimination against Women during its 58th, 59th and 60th meetings, on 29 and 30 January 1985. After extensive deliberations it adopted the introduction, as contained in document CEDAW/C/1985/CRP.1/Add.1/Rev.2.

291. At the 53rd meeting, on 25 January 1985, it was formally agreed that the Committee would make the following general recommendation:

The Committee on the Elimination of Discrimination against Women, recalling Economic and Social Council resolution 1984/8 and having examined its report on the achievements of and obstacles experienced by States parties in the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, contained in CEDAW/C/1985/CRP.1 and CEDAW/C/1985/CRP.1/Add.1/Rev.2:

(a) Formally agreed to recommend to the Economic and Social Council at its first regular session of 1985 that the above-mentioned report should be

placed on the agenda of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace to be held at Nairobi from 15 to 26 July 1985;

(b) Also recommended that the Economic and Social Council should invite the Chairperson of the Committee on the Elimination of Discrimination against Women to participate at the Conference in order to present the report as a contribution of the Committee to the 1985 World Conference;

(c) Decided to request the Secretary-General to take all the necessary measures so as to facilitate the attendance of the Chairperson at the Conference.

V. ADOPTION OF THE REPORT

292. At its 61st, 62nd and 63rd meetings, on 31 January and 1 February 1985, the Committee considered the draft report of its fourth session (CEDAW/C/1985/L.1 and Add. 1-10), which was adopted, as amended.

ANNEX I

States parties to the Convention on the Elimination of All Forms
of Discrimination against Women as at 21 January 1985

<u>State party</u>	<u>Date of receipt of the instrument of ratification or accession</u>	<u>Date of entry into force</u>
Australia	28 July 1983	27 August 1983
Austria	31 March 1982	30 April 1982
Bangladesh	6 November 1984 a/	6 December 1984
Barbados	16 October 1980	3 September 1981
Bhutan	31 August 1981	30 September 1981
Brazil	1 February 1984	2 March 1984
Bulgaria	8 February 1982	10 March 1982
Byelorussian Soviet Socialist Republic	4 February 1981	3 September 1981
Canada	10 December 1981	9 January 1982
Cape Verde	5 December 1980 a/	3 September 1981
China	4 November 1980	3 September 1981
Colombia	19 January 1982	18 February 1982
Congo	26 July 1982	25 August 1982
Cuba	17 July 1980	3 September 1981
Czechoslovakia	16 February 1982	18 March 1982
Democratic Yemen	30 May 1984 a/	9 June 1984
Denmark	21 April 1983	21 May 1983
Dominica	15 September 1980	3 September 1981
Dominican Republic	2 September 1982	1 October 1982
Ecuador	9 November 1981	9 December 1981
Egypt	18 September 1981	18 October 1981
El Salvador	19 August 1981	18 September 1981
Equatorial Guinea	23 October 1984 a/	22 November 1984
Ethiopia	10 September 1981	10 October 1981
France	14 December 1983	13 January 1984
Gabon	21 January 1983	20 February 1983
German Democratic Republic	9 July 1980	29 June 1984
Greece	7 June 1983	7 July 1983
Guatemala	12 August 1982	11 September 1982
Guinea	9 August 1982	8 September 1982
Guyana	17 July 1980	3 September 1981
Haiti	20 July 1981	3 September 1981
Honduras	3 March 1983	2 April 1983
Hungary	22 December 1980	3 September 1981
Indonesia	13 September 1984	13 October 1984
Jamaica	19 October 1984	18 November 1984
Kenya	9 March 1984 a/	8 April 1984
Lao People's Democratic Republic	14 August 1981	13 September 1981
Liberia	17 July 1984 a/	16 August 1984
Mauritius	9 July 1984 a/	8 August 1984
Mexico	23 March 1981	3 September 1981
Mongolia	20 July 1981	3 September 1981

<u>State party</u>	<u>Date of receipt of the instrument of ratification or accession</u>	<u>Date of entry into force</u>
New Zealand	10 January 1985	9 February 1985
Nicaragua	27 October 1981	26 November 1981
Norway	21 May 1981	3 September 1981
Panama	29 October 1981	28 November 1981
Peru	13 September 1982	13 October 1982
Philippines	5 August 1981	4 September 1981
Poland	30 July 1980	3 September 1981
Portugal	30 July 1980	3 September 1981
Republic of Korea	27 December 1984	26 January 1985
Romania	7 January 1982	6 February 1982
Rwanda	2 March 1981	3 September 1981
Saint Lucia	8 October 1982 a/	7 November 1982
Saint Vincent and the Grenadines	4 August 1981 a/	3 September 1981
Spain	5 January 1984	4 February 1984
Sri Lanka	5 October 1981	4 November 1981
Sweden	2 July 1980	3 September 1981
Togo	26 September 1983 a/	26 October 1983
Ukrainian Soviet Socialist Republic	12 March 1981	3 September 1981
Union of Soviet Socialist Republics	23 January 1981	3 September 1981
Uruguay	9 October 1981	8 November 1981
Venezuela	2 May 1983	1 June 1983
Viet Nam	17 February 1982	19 March 1982
Yugoslavia	26 February 1982	28 March 1982

a/ Accession.

ANNEX II

Submission of reports by States parties under article 18
of the Convention as at 21 January 1985

Initial reports

<u>State party</u>	<u>Reports due (date)</u>	<u>Invitation to submit reports (date)</u>	<u>Reports received (date)</u>
Australia	27 August 1984	12 September 1983	
Austria	30 April 1983	23 April 1982	20 October 1983
Bangladesh	6 December 1985	2 April 1985	
Barbados	3 September 1982	2 March 1982	
Bhutan	30 September 1982	2 March 1982	
Brazil	2 March 1985	2 March 1984	
Bulgaria	10 March 1983	2 March 1982	13 June 1983
Byelorussian Soviet Socialist Republic	3 September 1982	2 March 1982	4 October 1983
Canada	9 January 1983	2 March 1982	15 July 1983
Cape Verde	3 September 1982	2 March 1982	
China	3 September 1982	2 March 1982	25 May 1983
Colombia	18 February 1983	2 March 1982	
Congo	25 August 1983	14 September 1982	
Cuba	3 September 1982	2 March 1982	27 September 1982
Czechoslovakia	18 March 1983	14 September 1982	4 October 1984
Democratic Yemen	29 June 1985	24 August 1984	
Denmark	21 May 1984	7 July 1983	30 July 1984
Dominica	3 September 1982	2 March 1982	
Dominican Republic	1 October 1983	14 September 1982	
Ecuador	9 December 1982	2 March 1982	14 August 1984
Egypt	18 October 1982	2 March 1982	2 February 1983
El Salvador	18 September 1982	2 March 1982	3 November 1983
Equatorial Guinea	22 November 1985	2 April 1985	
Ethiopia	10 October 1982	2 March 1982	
France	13 January 1985	8 February 1984	
Gabon	20 February 1984	28 February 1983	
German Democratic Republic	3 September 1982	2 March 1982	30 August 1982
Greece	7 July 1984	7 July 1983	
Guatemala	11 September 1983	14 September 1982	
Guinea	8 September 1983	14 September 1982	
Guyana	3 September 1982	2 March 1982	

<u>State party</u>	<u>Reports due</u> (date)	<u>Invitation to</u> <u>submit reports</u> (date)	<u>Reports received</u> (date)
Haiti	3 September 1982	2 March 1982	
Honduras	2 April 1984	13 April 1983	
Hungary	3 September 1982	2 March 1982	20 September 1982
Indonesia	13 October 1985	31 October 1984	
Jamaica	18 November 1985	31 October 1984	
Kenya	8 April 1985	16 April 1984	
Lao People's Democratic Republic	13 September 1982	2 March 1982	
Liberia	16 August 1985	24 August 1984	
Mauritius	8 August 1985	24 August 1984	
Mexico	3 September 1982	2 March 1982	14 September 1982
Mongolia	3 September 1982	2 March 1982	18 November 1983
New Zealand	9 February 1986	2 April 1985	
Nicaragua	26 November 1982	2 March 1982	
Norway	3 September 1982	2 March 1982	18 November 1982
Panama	28 November 1982	2 March 1982	12 December 1982
Peru	13 October 1983	12 October 1982	
Philippines	4 September 1982	2 March 1982	22 October 1982
Poland	3 September 1982	2 March 1982	
Portugal	3 September 1982	2 March 1982	19 July 1983
Republic of Korea		26 January 1986	
Romania	6 February 1983	2 March 1982	
Rwanda	3 September 1982	2 March 1982	24 May 1983
Saint Lucia	7 November 1983	17 December 1982	
Saint Vincent and the Grenadines	3 September 1982	2 March 1982	
Spain	8 February 1984	4 February 1985	
Sri Lanka	4 November 1982	2 March 1982	
Sweden	3 September 1982	2 March 1982	22 October 1982
Togo	26 October 1984	9 November 1983	
Ukrainian Soviet Socialist Republic	3 September 1982	2 March 1982	2 March 1983
Union of Soviet Socialist Republics	3 September 1983	2 March 1982	2 March 1983
Uruguay	8 November 1982	2 March 1982	23 November 1984
Venezuela	1 June 1984	7 July 1983	27 August 1984
Viet Nam	19 March 1983	14 September 1982	2 October 1984
Yugoslavia	28 March 1983	14 September 1982	3 November 1983

ANNEX III

Membership of the Committee on the Elimination of Discrimination
against Women at its fourth session

<u>Name of member</u>	<u>Country of nationality</u>
Ms. Farida Abou El-Fetouh*	Egypt
Ms. Desiree P. Bernard**	Guyana
Ms. Aleksandra P. Biryukova*	Union of Soviet Socialist Republics
Ms. Marie Caron**	Canada
Ms. Irene R. Cortes*	Philippines
Ms. Elizabeth Evatt**	Australia
Ms. Aida Gonzalez Martinez**	Mexico
Ms. Luvsandanzangyn Ider*	Mongolia
Ms. Zagorka Ilic*	Yugoslavia
Ms. Vinitha Jayasinghe*	Sri Lanka
Ms. Chryssanthi Laiou-Antoniou**	Greece
Ms. Raquel Macedo de Sheppard*	Uruguay
Ms. Guan Mingqian*	China
Ms. Alma Montenegro de Fletcher**	Panama
Ms. Landrada Mukayiranga*	Rwanda
Ms. Edith Oeser**	German Democratic Republic
Ms. Vesselina Peytcheva*	Bulgaria
Ms. Maria Regent-Lechowicz*	Poland
Ms. Maria Margarida de Rego da Costa Salema Moura Ribeiro**	Portugal
Ms. Kongit Singegiorgis**	Ethiopia
Ms. Lucy Smith*	Norway
Ms. Esther Veliz Diaz de Villalvilla**	Cuba
Ms. Margareta Wadstein**	Sweden

* Term of office expires in 1986.

** Term of office expires in 1988.