



UNITED NATIONS

COMMISSION ON THE STATUS OF WOMEN
REPORT OF THE TENTH SESSION

12-29 MARCH 1956

ECONOMIC AND SOCIAL COUNCIL
OFFICIAL RECORDS: TWENTY-SECOND SESSION

SUPPLEMENT No. 4

NEW YORK

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NOTE

Symbols of United Nations documents are composed of capital letters combined with figures. Mention of such a symbol indicates a reference to a United Nations document.

E/2850 E/CN.6/286

13 April 1956



COMMISSION ON THE STATUS OF WOMEN

Report to the Economic and Social Council on the tenth session of the Commission,
held at the European Office of the United Nations, from 12 to 29 March 1956

CHAPTER I

Organization of the tenth session of the Commission

1. The tenth session of the Commission on the Status of Women opened on Monday, 12 March 1956, at the European Office of the United Nations. The Commission held twenty-seven plenary meetings and terminated its work on 29 March 1956.

2. The following representatives of States members of the Commission attended:

Argentina: Mrs. Cecilia Correa Morales de Aparicio, representative;

Australia: Miss Ruth Gibson, representative;

Belgium: Mrs. Georgette Ciselet, representative;

Byelorussian Soviet Socialist Republic: Mrs. Faina Novikova, representative;

China: Mrs. Nora Tze-hsiung Chu, alternate;

Cuba: Miss Uldarica Mañas, representative;

Dominican Republic: Miss Minerva Bernardino, representative;

France: Mrs. Marie-Hélène Lefaucheux, representative;
Miss Anne Lissac, alternate;

Indonesia: Miss Laili Roesad, representative;

Israel: Mrs. Mina Ben-Zvi, alternate;

Pakistan: Begum Anwar Ahmed, representative; Begum Anwara Khatoon, alternate;

Poland: Mrs. Zofia Dembinska, representative;

Sweden: Mrs. Agda Rössel, representative; Mr. Marc Giron, alternate;

Union of Soviet Socialist Republics: Mrs. N. S. Spiridonova, representative;

United Kingdom of Great Britain and Northern Ireland: Dame Lucile Sayers, representative; Mr. J. C. Wardrop, alternate;

United States of America: Mrs. Lorena Hahn, representative;

Venezuela: Mrs. Isabel Sánchez de Urdaneta, representative; Mrs. Carlota Benítez de Socorro, alternate;

Yugoslavia: Mrs. Mitra Mitrovic, representative; Mr. Milos Melovski, alternate.

3. At the 204th meeting, the representative of the USSR protested against the absence of any representative of the People's Republic of China, whose place she contended was illegally occupied by a person who had no right to represent China. This view was supported by the representatives of the Byelorussian SSR, Poland and Yugoslavia. The representative of China stated that she represented the only legal government of China, and pointed out that the Commission on the Status of Women was not competent to take any action in the matter. This view was supported by the representative of the United States of America. It was agreed that the views expressed would be included in the records of the session.

4. The Commission, at its 204th meeting, elected the following officers:

Chairman: Mrs. Agda Rössel (Sweden);

First Vice-Chairman: Begum Anwar Ahmed (Pakistan);

Second Vice-Chairman: Mrs. Mitra Mitrovic (Yugoslavia);

Rapporteur: Miss Uldarica Mañas (Cuba).

5. The following representatives of specialized agencies were also present at the session:

International Labour Organisation: Mrs. Ana Figueroa;
Mrs. E. Brunn;

United Nations Educational, Scientific and Cultural Organization: Miss Irma Salas;

World Health Organization: Miss Beatrice Howell.

6. The Inter-American Commission of Women, an inter-governmental organization, was represented by Miss Bertha Lutz, in accordance with resolution 48 B (IV), paragraph 7, of the Economic and Social Council.

7. The following authorized representatives of non-governmental organizations were also present:

CATEGORY A

International Confederation of Free Trade Unions: Mrs. Sigrid Ekendahl, Mr. Herman Patteet;

International Federation of Christian Trade Unions: Miss Maria Nagels, Mrs. Helga Schmidt;

International Organization of Employers: Mr. Josef Vanek, Mrs. Jaroslava Vanek;

World Federation of Trade Unions: Mrs. Teresa Noce, Mr. Tom Drinkwater;

World Federation of United Nations Associations: Mr. A. Khoshkish, Mrs. J. L. Troupin, Mrs. T. Kretschmer.

CATEGORY B

Catholic International Union for Social Service: Miss A. Bosmans, Miss A. M. Hertoghe, Miss J. de Romer;

Commission of the Churches on International Affairs: Miss M. Barot;

International Alliance of Women—Equal Rights, Equal Responsibilities: Miss Clara Campoamor, Mrs. A. Choisy-Necker, Miss Marie Ginsberg;

International Co-operative Women's Guild: Mrs. Jeanette Hubler;

International Council of Women: Mrs. Eunice Carter, Miss L. C. A. Van Eeghen, Dr. Renée Girod;

International Federation "Amies de la Jeune Fille": Mrs. P. Berthoud van Werveke, Mrs. K. Wood;

International Federation of Business and Professional Women: Miss E. Feller, Mrs. M. Finidori, Miss A. Muriset, Miss Ruth Tomlinson;

International Federation of University Women: Miss Renée Dubois, Mrs. M. Fiechter, Miss Janet Robb;

International Federation of Women Lawyers: Lady Gladys T. Chatterjee, Miss Maria Giuseppina Manfredini, Miss Marie-Claude Buensod;

International League for the Rights of Man: Mrs. Hildegard Wolle-Egenolf;

International Union for Child Welfare: Miss A. Moser, Mrs. J. M. Small;

Liaison Committee of Women's International Organizations: Miss L. C. A. Van Eeghen, Mrs. Hymer, Mrs. de Cazotte, Mrs. Prince, Mrs. R. Wiblé;

Pan-Pacific South-East Asia Women's Association: Mrs. Esther Hymer;

Pax Romana: Mrs. Jean-Paul Buensod;

Women's International League for Peace and Freedom: Mrs. Gertrude Baer;

World Assembly of Youth: Miss Helen M. Dale;

World Federation of Catholic Young Women and Girls: Miss Alexandra Evreinow, Miss Simone Farquet, Miss Léone Herren;

World Movement of Mothers: Miss M. Dhellemmes;

World Union of Catholic Women's Organizations: Miss Emilie Arnould, Dr. Graber-Duvernay, Miss de Lucy-Fossarieu, Miss J. de Romer, Miss Thuan;

World's Women's Christian Temperance Union: Mrs. Chaix-Constantin, Mrs. Yvonne Leuba;

World Young Women's Christian Association: Miss Alice Arnold, The Hon. Isabel G. Catto, Mrs. Mercédès Ludi;

Young Christian Workers: Miss Caroline Pezzullo, Miss Jacqueline Goetelen.

REGISTER

Open Door International: Mrs. Gertrude Baer;

Soroptomist International Association: Miss B. Wind;

St. Joan's International Social and Political Alliance: Miss P. C. Challoner, Mrs. Leroy-Boy, Mrs. Kinsella;

World Association of Girl Guides and Girl Scouts: Mrs. P. Bugnion-Secrétan;

World Federation of Democratic Youth: Mrs. Dagmar Molkova.

8. The following observers of States Members of the United Nations attended meetings of the session:

Brazil: Mr. Ramiro Elisio Saraiva Guerreiro;

Bulgaria: Mr. Ivan Daskalov and Mr. Todor Stoianov;

Czechoslovakia: Mr. Pribyslav Pavlik and Mr. Jaromir Strnad;

Italy: Miss Maria Teresa Canipano and Miss Marzia Corcos;

Netherlands: Miss A. F. W. Lunsingh-Meijer.

9. Mrs. Mary Tenison-Woods, Chief of the Section on the Status of Women, represented the Secretary-General; Mrs. Sophie Grinberg-Vinaver acted as secretary to the Commission.

10. The expression of the views of the members of the Commission are embodied in the summary records of the plenary meetings (E/CN.6/SR.204 to E/CN.6/SR.230).

11. In order to expedite its work, the Commission, at its 207th meeting, established two *ad hoc* committees as follows:

Committee on Resolutions: the representatives of France (Chairman), the Dominican Republic, Pakistan, the United States of America and the Union of Soviet Socialist Republics.

Committee on Communications: the representatives of the United Kingdom of Great Britain and Northern Ireland (Chairman), Belgium, Cuba, Indonesia and Yugoslavia.

CHAPTER II

Agenda

12. The Commission considered its agenda at the 204th, 205th, 206th and 210th meetings, and had before it the provisional agenda (E/CN.6/272 and Corr.1 and Add.1 and 2) drawn up by the Secretary-General in consultation with the Commission's Chairman.

13. The representative of the United States of America proposed the addition to the agenda of a new item dealing with working women with family responsibilities. She felt that the continuing trend towards increased employment of women made the study of the relationship between women's employment and their family responsibilities an important subject which should be explored by the Commission.

14. The members of the Commission felt that the general topic was of considerable importance. Different

suggestions were made as to the title of the item and its position on the agenda. There was general agreement that it could most appropriately be considered as part of the item on economic opportunities. It was also felt, however, that the report of the Commission's representative to the tenth session of the Social Commission was closely related to the proposed new item and should therefore be considered before a decision was taken on the relevance and on the exact wording of the new item. The Commission accordingly at its 206th meeting decided, by 15 votes to none, to consider the reports of its representatives to other commissions and sub-commissions as item 6 of its agenda. The Commission then adopted, by 12 votes to 5, with 1 abstention, a United States oral proposal to adjourn the debate on the inclusion of the new item on working women with family responsibilities until after the presentation of the report of the Commission's representative to the tenth session of the Social Commission.

15. The Commission accepted unanimously the proposal of the representative of the Dominican Republic to add to the agenda an item entitled "Participation of women in the work of the United Nations and of the specialized agencies".

16. At its 206th meeting, the Commission adopted its agenda as amended by 16 votes to none, with 2 abstentions.

17. Subsequently, at its 210th meeting, the Commission heard the report of its representative to the tenth session of the Social Commission, and the representative of the United States again proposed the inclusion of a new item dealing with working women with family responsibilities as agenda item 7 (f).

18. In the ensuing debate, members of the Commission expressed their concern that the wording of the new agenda item accurately reflect the substance of the problem to be discussed. At its 210th meeting, the Commission voted on the adoption of the following item 7 (f): "Working women, including working mothers with family responsibilities, and means for the improvement of their position". In separate votes, the Commission unanimously adopted the first phrase of this item, and adopted the second phrase "including working mothers" by 9 votes to 4 with 5 abstentions, the remainder being adopted unanimously. The Commission then unanimously adopted item 7 (f) as a whole.

19. The agenda in its final form (E/CN.6/272/Rev.1 and E/CN.6/272/Rev.1/Add.1) reads as follows:

1. Election of officers.

2. Adoption of the agenda.

3. Political rights of women:

- (a) Annual memorandum by the Secretary-General on political rights of women;
- (b) Report on methods, techniques and activities directed towards the extension to women and the exercise by them of political rights;
- (c) Report on the status of women in Trust Territories;
- (d) Report on the status of women in Non-Self-Governing Territories.

4. Access of women to education:

- (a) Report on the access of women to education;
- (b) Note transmitting the draft report of the Special Rapporteur on discrimination in the field of education, prepared for the eighth session of the Sub-Commission on Prevention of Discrimination and Protection of Minorities.

5. Equal pay for equal work:

- (a) Progress report on the implementation by Governments of the principle of equal pay for equal work;
- (b) Report on methods found useful in various countries for the promotion of equality of remuneration for men and women workers and also on the present status of the application of the principle of equal pay in various countries.

6. Reports of the representatives of the Commission on the Status of Women to the eleventh session of the Commission on Human Rights, the tenth session of the Social Commission and the eighth session of the Sub-Commission on Prevention of Discrimination and Protection of Minorities.

7. Economic opportunities for women:

- (a) Preliminary report on a survey of publications available on the occupational outlook for women in the fields of health, social welfare, engineering and architecture;
- (b) Report on part-time work for women;
- (c) Report on the employment conditions of older women workers;
- (d) Report on cottage industries and handicrafts;
- (e) Report on vocational and technical training for girls and women;
- (f) Working women, including working mothers with family responsibilities, and means for the improvement of their position.

8. Nationality of married women: report on changes in legislation concerning the nationality of married women.

9. Status of women in private law:

- (a) Supplementary report on family law;
- (b) Supplementary report on property rights of women.

10. Technical assistance:

- (a) Summary of selected technical assistance projects directly or indirectly affecting the status of women;
- (b) Progress report on the technical assistance programmes in relation to the status of women;
- (c) Report on advisory services in the field of human rights.

11. Participation of women in the work of the United Nations and of the specialized agencies.

12. Report of the Inter-American Commission of Women.
13. Communications concerning the status of women.
14. Action taken on the decisions reached at the ninth session of the Commission on the Status of Women, and review of the programme of work and establishment of priorities:
 - (a) Report on the action taken by the General Assembly, the Economic and Social Council and other United Nations bodies, and the specialized agencies on the decisions reached at the ninth session of the Commission on the Status of Women;
 - (b) Note by the Secretary-General on the review of the programme of work and the establishment of priorities.
15. Adoption of the report of the Commission to the Economic and Social Council.

CHAPTER III

Political rights of women

20. The Commission discussed item 3 of its agenda at its 206th, 207th and 208th meetings. It had before it a memorandum circulated annually by the Secretary-General to the General Assembly containing information on constitutions, electoral laws, and other legal instruments relating to political rights of women (A/2952 and Add.1); a report by the Secretary-General on activities directed toward the recognition and exercise of political rights of women based on information received from non-governmental organizations (E/CN.6/275); and reports by the Secretary-General containing information concerning the status of women in Non-Self-Governing and in Trust Territories (E/CN.6/279 and E/CN.6/273 respectively). A draft resolution proposed by the United States of America (E/CN.6/L.190) was subsequently withdrawn by its sponsor.

21. The discussion was directed to two aspects of the subject: the grant of full political rights to women, and the effective use of these rights by women in countries where these rights have been recognized.

22. With respect to the recognition of political rights for women, it was noted with satisfaction that four more countries had accorded to women the right of suffrage. However, emphasis was placed by some representatives on the fact that women had no political rights in fifteen countries, and on the failure of many States Members of the United Nations to sign the Convention on the Political Rights of Women. Certain representatives cited the absence of a territorial application clause as an impediment to their Governments' becoming parties to the Convention.

23. Certain progress toward political rights for women in Trust and in Non-Self-Governing Territories was noted with satisfaction by some representatives, several of whom considered that, in the light of the religious and other customs and the level of development of the indigenous population in certain territories, more rapid grant of political rights would be unwise and

premature. Others, however, deemed progress in these areas inadequate and took issue with the view that local customs and a low level of education justified delay by Administering Authorities; it was stated that the status of women had been considerably advanced in certain sovereign States with social and religious traditions similar to those in the dependent areas in question.

24. There was general agreement on the need for measures to enable and encourage women fully to participate in political life, not only in countries where political rights, were mentioned as hindrances to full use by in countries where these rights were of long standing.

25. Social, legal and economic factors, such as woman's dual role as worker and mother, and her unequal position in the family with respect to property rights, were mentioned as hindrances to full use by women of their political rights.

26. Certain representatives emphasized that in their countries women enjoyed political and other rights, and that the implementation of such rights was guaranteed by legislation. A number of members stressed that women of the whole world were preoccupied by the danger of a new war and demanded the maintenance of peace and cessation of the armaments race, and the prohibition of the production of weapons of mass destruction, in order that the funds thus freed might be utilized for the welfare of peoples, including such purposes as the construction of schools, hospitals and homes, and for the implementation of other social measures. This was, it was stated, very important in creating conditions in which women could effectively exercise political rights on equal terms with men. Other members pointed out, on the other hand, that questions relating to the maintenance of peace, armaments and the prohibition of weapons of mass destruction were being considered in the appropriate political and security organs of the United Nations, and should not be considered in the Commission on the Status of Women which should concern itself with subjects within its terms of reference.

27. In some newly created states, it was stated, legal recognition of women's political rights presented less of a problem than did the effective exercise of these rights; and in other countries efforts were necessary to prevent neglect, particularly by younger women, of political rights and responsibilities won by women of previous generations.

28. Particular emphasis was placed throughout the discussion on political education. Several representatives described projects, programmes and techniques, including activities carried on by schools, political parties, and private organizations; these included lectures, seminars, workshops, and practical training in the mechanics of government procedures. It was stated that, while general education was of course necessary to overcome illiteracy and create an informed electorate, illiteracy need not imply ignorance since political education of illiterate adults was possible; in this connexion it was suggested that attention should be given to the use of techniques such as seminars and visual aids. A proposed pilot project, designed by the United Nations Educational, Scientific and Cultural Organization (UNESCO) to arouse greater interest in political and social questions among women in Asia, was referred to by the representa-

tive of that specialized agency in the course of her summary of UNESCO activities in the field of political education of women.

29. There was general recognition of the importance of non-governmental organizations in providing channels for the exchange of experience on methods and techniques for the attainment and full utilization of political rights by women, and in contributing to friendly international understanding by bringing together in common cause women of different countries.

30. The Commission agreed without objection to an oral proposal by the representative of the Dominican Republic, that the Secretary-General be requested to include in future annual memoranda on women's political rights an additional table showing the right of women in the various countries to be eligible for election to public bodies and offices.

31. In the course of its discussion, the Commission heard statements by the representatives of the International Federation of Business and Professional Women and the Liaison Committee of Women's International Organizations.

CHAPTER IV

Access of women to education

32. The Commission considered item 4 of its agenda at its 210th, 211th, 212th, 214th, 215th and 216th meetings; sub-item (a) concerned the report on the access of women to education, and sub-item (b) the note by the Secretary-General (E/CN.6/277), transmitting the report of the Special Rapporteur on discrimination in the field of Education prepared for the eighth session of the Sub-Commission on Prevention of Discrimination and Protection of Minorities (E/CN.4/Sub.2/L.92 and Addenda).

(a) *Report on the access of women to education*

33. The representative of UNESCO explained that the report on the access of women to higher education, which the Commission had requested at its ninth session, had not been prepared because of various difficulties encountered. It had been decided, therefore, to concentrate for this session of the Commission on the preparation of the joint UNESCO-ILO report on vocational and technical education. The Commission would, she stated, receive a report by UNESCO on the access of women to higher education in 1958.

34. Certain representatives expressed regret at the delay in receiving the report on higher education which, together with the previous reports by UNESCO on access of girls to primary and secondary schools, had been expected to provide the Commission with a documentary basis for study and recommendations concerning all levels of education.

(b) *Note transmitting the draft report of the Special Rapporteur on discrimination in the field of education, prepared for the eighth session of the Sub-Commission on Prevention of Discrimination and Protection of Minorities.*

35. In the discussion under this sub-item several representatives recalled that discrimination in education

based on sex had been the object of study and recommendation by the Commission for many years, and that the Commission had always been cognizant of the close connexion between equality with respect to educational opportunities and equality in the political, economic, civil and social fields.

36. There was favourable comment on the Sub-Commission's action in referring to the Commission the draft report on discrimination in education, and the report was described as being of great interest and containing suggestions of considerable practical value. Several representatives noted that the section dealing with discrimination based on sex was comparatively brief and could not be deemed to be a complete treatment of the subject. Account was taken of the Special Rapporteur's explanation that this phase of discrimination in education was, in his opinion, the particular concern of the Commission on the Status of Women, and of his recommendation that the subject should be referred to it by the Sub-Commission.

37. In commenting on the general subject, several members also gave data concerning the access of women to education in their respective countries.

38. Compulsory education legislation, applied in practice, was stressed as having particular importance for girls. Several members endorsed the views expressed during the discussion by certain representatives of non-governmental organizations that discrimination against girls was not eliminated by national legislation if tradition operated against the practical enforcement of laws for the compulsory education of girls as well as of boys. Emphasis was placed on the need for finding effective weapons to combat deep-seated customs and prejudices which constitute serious impediments to school attendance by girls.

39. Identical curricula for boys and girls were considered as basic conditions for equality of educational opportunity. Emphasis on the so-called "women's subjects", particularly at the secondary level, was felt to be discriminatory. Restrictions on opportunities for women to acquire all types of academic, vocational or technical training, it was said, were restrictions on their professional and occupational opportunities. It was pointed out that as more women worked in industry, it was increasingly important that they be afforded an opportunity to acquire the skills necessary for more highly paid work. Moreover, it was felt that children, the family and the community as a whole derived benefits from a higher level of education attained by women who, in their capacity as mothers, bring up the children and care for the home.

40. Certain delegates felt that all sections of the draft report, and not only that section specifically devoted to discrimination based on sex, were relevant to discussion of educational opportunities for girls. It was stated that discrimination in education against any group usually affected the women in that group more severely than the men. The suggestion was made that the question of budget allocation by Governments, which was alluded to in the draft report, should be developed further, particularly since girls were usually the first to suffer from insufficient appropriations for education.

Certain members felt that the Special Rapporteur should elaborate his treatment of the question of school construction. It was also suggested that further details be provided on measures for alleviating the teacher shortage by increased teacher training facilities and by eliminating discriminations against women teachers, such as unequal salary scales, less favourable conditions of employment, and the bar against married women.

41. Divergent opinions were expressed on the Special Rapporteur's suggestion that the language of instruction in dependent territories be that of the Administering Authority. Taking issue with this view, certain representatives contended that the mother tongue should be used at least in the primary grades to facilitate the child's learning, and also to help develop national languages. On the other hand it was stated that experience showed that young children learnt the language used in the schools very quickly, and that instruction in the mother tongue presented difficulties and disadvantages; in this connexion mention was made of the multiplicity of indigenous dialects both written and unwritten, and the regrettable necessity of segregation of indigenous and European children should the mother tongue be used in the schools.

42. A draft resolution concerned with measures for overcoming social and economic obstacles to school attendance by girls was submitted by the representative of Makistan (E/CN.6/L.192/Rev.1), but was subsequently withdrawn by its sponsor on the grounds that its purpose could be accomplished under a resolution on advisory services in the field of human rights which was subsequently to be introduced under item 10 of the agenda.

43. During the general discussion the Commission heard a statement by the representative of UNESCO, who stated that her Organization had given, in 1954 and 1955, financial and, to a certain extent, technical aid to the Special Rapporteur, and that the Director-General was submitting to the Executive Board (43rd session) proposals for the implementation of the Sub-Commission's resolution requesting UNESCO to comment on the report.

44. The Commission also heard statements by the representatives of the International Federation of Christian Trade Unions, the International Alliance of Women and the International Federation of University Women.

45. The Commission considered how best to comply with the request by the Sub-Commission on Prevention of Discrimination and Protection of Minorities for comments on the draft report of the Special Rapporteur. The discussion was mainly centred on a draft resolution jointly submitted by the representatives of the Dominican Republic, the United States of America and Venezuela (E/CN.6/L.191/Rev.1) and an amendment to it submitted by the representative of Sweden (E/CN.6/L.193).

46. There was general agreement in favour of transmitting the relevant chapter of the report of the Commission and the records of its discussion to the Special Rapporteur and to the Sub-Commission. It was also agreed that further data should be prepared by the

Secretary-General in the form of an analytical summary of such information on discrimination in education based on sex as was contained in the Special Rapporteur's report and country studies, as well as in other available sources. Some representatives, supporting the second operative paragraph of the draft resolution, felt that the Commission should request the Secretary-General to prepare this summary and to transmit it to the Special Rapporteur for his use in revising his draft report. Others, however, opposed transmitting the summary to the Special Rapporteur and supported the amendment proposed by Sweden under which the summary would be presented to the Commission at its eleventh session. Many representatives were strongly of the opinion that the subject of discrimination in education based on sex was particularly within the competence of the Commission in the Status of Women, and that it was appropriate for the Commission itself to study the information to be presented by the Secretary-General and to make its recommendations based on that study directly to the Economic and Social Council.

47. It was decided to refer the joint draft resolution and the amendment to the Committee on Resolutions, which adopted a draft resolution (E/CN.6/L.196) acceptable both to the sponsors of the original draft resolution and to supporters of the Swedish amendment.

48. The Commission accordingly at its 216th meeting unanimously adopted the following resolution:

"The Commission on the Status of Women,

"Noting with appreciation the decision of the Sub-Commission on Prevention of Discrimination and Protection of Minorities, at its eighth session, to transmit to the Commission on the Status of Women a copy of the draft report of the Special Rapporteur on discrimination in the field of education for consideration and comment on the section relating to discrimination based on sex,

"Having considered with interest the draft report transmitted to it,

"1. Requests the Secretary-General to transmit the comments of the Commission on the Status of Women, as contained in the report of its tenth session, together with the records of the discussion, to the Sub-Commission on Prevention of Discrimination and Protection of Minorities and to the Special Rapporteur on discrimination in the field of education;

"2. Invites the Secretary-General to prepare an analytical summary of information on discrimination against women in education, utilizing the Special Rapporteur's report and country studies (E/CN.4/Sub.2/L.92 and addenda) as well as other available information, and to submit this summary to the Commission for review at its eleventh session, in order that the Commission may transmit the summary and its recommendations to the twenty-fourth session of the Economic and Social Council;

"3. Invites the Special Rapporteur to note in his revised report that the Commission on the Status of Women is preparing a separate analytical summary of information relating to discrimination in education based on sex.

Equal pay for equal work

49. The Commission considered item 5 of its agenda at its 217th, 218th, 219th, 220th and 222nd meetings. In this connexion, the Commission had before it a report by the Secretary-General on methods used in campaigns for equal pay for equal work and information on the present status of the application of the principle in various countries (E/CN.6/276 and Corr.1); the Commission also had before it a report prepared by the International Labour Office on equal remuneration for men and women workers for work of equal value (E/CN.6/285 and Corr.1).

50. The Commission heard the representative of the International Labour Organisation (ILO), who reported on the action taken by various States members of the ILO with regard to the ratification of ILO Convention No. 100. She also outlined the general procedure under which States members of the ILO, whether or not they had ratified the Convention, reported on measures taken with a view to implementing the principles embodied in the Convention. The representative of ILO drew attention to recent resolutions in connexion with equal pay which had been adopted by the ILO Textiles Committee and by the Latin-American Technical Meeting on Utilization of Women's Work, and she noted that, if the necessary appropriations were forthcoming, regional meetings similar to that held in Latin America would be held in Asia, the Middle East, North Africa and Europe.

51. The representative of ILO emphasized that the principle of equal pay for equal work should be considered in conjunction with methods for its implementation, and she expressed the view that the fixing of minimum wages through such machinery as arbitration boards, ministerial orders and tripartite tribunals contributed to the equalization of women's wages with those of men.

52. In a later intervention, the representative of ILO explained that the term "equal remuneration" was intended to cover not only the actual pay or basic wages received by the worker, but also any other emoluments arising out of the worker's employment, whether these were paid directly or indirectly, in cash or in kind. She also explained that the term "work of equal value" had been designed to cover work which was not identical to but could be determined to be comparable with work of a similar nature on the basis of objective evaluation and assessment.

53. In answer to a question put by a member of the Commission at the 220th meeting, the representative of ILO outlined the past activities and the future programme of her organization in connexion with the furtherance of the principle of equal pay.

54. During the course of the debate, it was repeatedly emphasized that equal pay for equal work was as important to the status of women in the economic field as was the achievement of the right to vote in the political field. It was also stated that equal pay was essential for the adequate recognition of the value of

women's work, and that the implementation of the principle was of great social significance to the status and dignity of women.

55. One member pointed out that, whereas inequality of wages acted to the detriment of all workers and that its results were felt in other aspects of employment, equal pay for equal work was a major factor in maintaining and increasing purchasing power, and consequently stimulated all branches of the national economy. She stated that the grounds often cited by employers in justification of lower wage rates for women—namely, that women had lower qualifications or contributed to the indirect costs of the enterprise—were easily refuted by an analysis of the situation in countries where legislation in favour of equal pay existed.

56. Another member stated that lower pay for women was often based on the grounds that women did not support families, and that this argument was not very convincing in view of the large numbers of women with family responsibilities. Several members of the Commission participating in the debate emphasized the close connexion between the implementation of equal pay and the other aspects of women's economic status which figured on the agenda of the Commission.

57. Members of the Commission expressed their preference for the term "equal pay for equal work" in the way it had always been used in the documents of the Commission, in order to avoid difficulties connected with the term "equal value", and because of its great worth as a slogan known throughout the world in the struggle to achieve equal pay.

58. Several members regretted that ILO Convention No. 100 had only been ratified by ten countries. They expressed the view that although the Convention was not wholly satisfactory, it was the only international instrument embodying acceptance of the principle of equal pay for equal work. In this connexion, the representatives of Argentina, the Byelorussian SSR, and the USSR announced that their Governments would presently ratify ILO Convention No. 100.

59. Several members noted the difficulties facing ratification of ILO Convention No. 100 in their respective countries, such as the division of responsibilities in a federal system of government and the undesirability of government intervention in collective bargaining systems in the field of private employment. Several members felt that ratification of ILO Convention No. 100 only imposed on ratifying States the legal duty of exerting friendly pressure in favour of equal pay on employers and workers in the collective bargaining process. One member stated, however, that in her opinion Governments ratifying Convention No. 100 assumed a legal obligation to promote and ensure the application of the principle of equal pay for equal work. Another member felt that ratification of Convention No. 100 provided a useful basis for subsequent legislation, since it contributed the necessary authority for the introduction of measures to give effect to the principle of equal pay. The view was also expressed that the primary significance of the Convention lay not in its ratification, but in the sum of the measures taken to give practical effect to the equal pay principle.

60. In connexion with the implementation of the principle, several members stated that in their opinion collective agreements could only be considered as being supplementary to government legislation in favour of equal pay. Another member said that in her opinion the legislature of a country with a system of free enterprise could properly oblige private employers to respect the principle of equality of remuneration. She also stated that countries which had put into practice the principle of equal pay suffered from an economic handicap in international trade which they could not be expected to accept indefinitely.

61. In response to comments made by several representatives that the status of women in Trust and in Non-Self-Governing Territories with regard to equal pay required particular attention, other members stated that the position of women in these territories had been kept under careful observation and that the principle of equal pay was borne in mind in the light of local conditions and possibilities.

62. The importance of adequate vocational training and higher education for women was stressed during the debate as a means of enabling women to qualify for the same types of jobs as men held. Other representatives emphasized that equality was also necessary in the matter of such benefits as family allowances, health and accident insurance, and paid holidays. It was pointed out that such benefits should not be permitted to obstruct women's access to wider economic opportunities and to higher posts. Particular emphasis was placed on equality of retirement ages, and, after considerable debate on the substance of this problem, the Commission decided to defer consideration of this aspect of working conditions affecting women until its debate on item 7 of its agenda, "Economic opportunities for women".

63. One member felt that legislation in favour of equal pay could not be effectively enforced without adequate machinery for fixing wages and for job evaluation, and she emphasized that countries in the initial stages of economic development should take immediate steps to ensure equality of remuneration for equal work before the tradition of inequality became too deeply rooted.

64. Commenting on the value of the report of the Secretary-General on methods used in campaigns for equal pay for equal work (E/CN.6/276 and Corr.1), members of the Commission expressed their appreciation to the non-governmental organizations for their contribution to the report, and for the valuable work they were carrying out in promoting acceptance of the equal pay principle. Several members stressed the importance of increased participation by women in the work of trade unions and in the collective bargaining process. One representative felt that the seminar technique could be effectively used in the promotion of wider acceptance of the principle of equal pay.

65. The Commission heard statements by the representatives of the Inter-American Commission of Women, the International Confederation of Free Trade Unions, the International Federation of Christian Trade Unions, the World Federation of Trade Unions, the International Alliance of Women, the Open Door International,

and the St. Joan's International Social and Political Alliance.

66. The Commission considered the draft resolution proposed by the representatives of Cuba, Sweden and the United States of America (E/CN.6/L.197) at its 220th meeting. The representative of the USSR proposed amendments (E/CN.6/L.197/Amend.1) to the draft resolution consisting of the addition of the word "legislative" to the last paragraph of the preamble, and the addition of an operative paragraph in which the Secretary-General was invited to issue a special booklet on the principle of equal pay. At the same meeting, the Chairman drew attention to the rule requiring the Secretary-General to circulate a memorandum on the estimated costs should a request involve increased expenditure.

67. An amendment proposed by the representative of France (E/CN.6/L.197/Amend.2) provided for the addition of a paragraph to the preamble of the draft resolution.

68. In the light of these amendments the sponsors of the draft resolution proposed a revised text (E/CN.6/L.197/Rev.1), which was unanimously adopted at the 222nd meeting with the addition of an amendment to operative paragraph 4 as proposed by the representative of Belgium.

69. The text of the resolution reads as follows:

"The Commission on the Status of Women,

"Noting with appreciation the report by the Secretary-General on activities found useful by the non-governmental organizations in creating an informed public opinion concerning the need for equal pay,

"Noting the progress being made in many countries in securing acceptance of the principle that women workers should receive equal pay,

"Recalling resolution 587 C (XX) adopted by the Economic and Social Council on this subject,

"Believing that further attention should be given to methods by which the equal pay principle may be effectively implemented in order to ensure application of equal rates of pay to individual women workers who perform comparable work with men in individual establishments,

"Considering that among legislative and other methods, collective bargaining procedures have been found in many countries to be one of the most effective ways to ensure equal rates of pay to women workers on the job,

"1. Looks forward to the report by the International Labour Organisation on progress made by the various countries in the establishment of the principle of equal remuneration for work of equal value by various methods, including collective bargaining agreements;

"2. Invites the Secretary-General to obtain from the non-governmental organizations in consultative status additional information concerning practical methods for the implementation of equal pay, with particular reference to procedures found useful for implementation of equal pay in collective bargaining

agreements, such as encouraging greater participation by women in unions;

" 3. *Invites* the Secretary-General to submit a summary of such material from non-governmental organizations for consideration by the Commission at its eleventh session;

" 4. *Invites* the Secretary-General to prepare, in consultation with the International Labour Office, a draft of a pamphlet concerning the various methods used for the implementation of the principle of equal pay as well as current progress in this field for consideration by the Commission, if possible at its eleventh session.

CHAPTER VI

Reports of the representatives of the Commission on the Status of Women to the eleventh session of the Commission on Human Rights, the tenth session of the Social Commission and the eighth session of the Sub-Commission on Prevention of Discrimination and Protection of Minorities

70. At the Commission's 210th meeting, the representative of France, who had been the Commission's representative to the eleventh session of the Commission on Human Rights, made a verbal report on her attendance at that session. She stressed the importance of collaboration between the two Commissions, and noted that the Commission on Human Rights had expressed the hope that the Commission on the Status of Women would continue to co-operate with the Sub-Commission on Prevention of Discrimination and Protection of Minorities. The representative of France also stated that the Commission on Human Rights had invited the Secretary-General to report to it, and to the Commission on the Status of Women, on measures taken in connexion with advisory services in the field of human rights. In view of the need for co-operation between the two Commissions, she expressed regret that the Commission on Human Rights was holding its twelfth session at United Nations Headquarters at the same time as the Commission on the Status of Women was in session at the European Office, and this view was shared by other members of the Commission.

71. The Commission took note of the report of its representative to the eleventh session of the Commission on Human Rights and expressed appreciation for the services she had rendered.

72. The Commission then heard the report of the representative of the Dominican Republic, who had been its representative at the tenth session of the Social Commission.

73. The representative of the Dominican Republic recalled the previous history of the proposed addition of the question of " Protection of the mother and child " to the agenda of the Commission on the Status of Women, and noted that this question had been closely linked to the programme of the Social Commission. She reported that at the tenth session of the Social Commission she had urged that Commission to assume responsibility for a study on questions relating to the protection of the

mother and child, with special reference to the protection of working mothers. The representative of the Dominican Republic stated that the Economic and Social Council had decided at its twentieth session (resolution 590 B (XX)) to postpone indefinitely the Social Commission's programme on this question. The representative of the Dominican Republic stated that it therefore would appear that the Social Commission did not intend to undertake the study of the question of the protection of the mother and child, and that in her opinion the Commission on the Status of Women should decide at its current session as to its future course of action.

74. The Commission expressed its appreciation for the able manner in which the representative of the Dominican Republic had represented the Commission, and took note of her report.

75. The Commission then heard the report of the representative of the Dominican Republic, who had been the Commission's representative to the eighth session of the Sub-Commission on Prevention of Discrimination and Protection of Minorities. The representative of the Dominican Republic felt that, in spite of the fact that discrimination based on sex in the field of education was a question within the competence of the Commission on the Status of Women, nonetheless the Commission should carry out the Sub-Commission's request for comments on the draft report prepared by the Special Rapporteur on the study of discrimination in education by adopting a clear position and appropriate recommendations on the importance of measures for abolishing discrimination on grounds of sex.

76. In taking note of this report, the Commission expressed its appreciation of the services rendered by its representative to the eighth session of the Sub-Commission on Prevention of Discrimination and Protection of Minorities.

CHAPTER VII

Economic opportunities for women

77. The Commission discussed item 7 of its agenda at its 220th to 227th meetings. The Commission had before it a preliminary memorandum prepared by the Secretary-General concerning a survey of publications available on the occupational outlook for women in the fields of health, social welfare, engineering and architecture (E/CN.6/L.189). The Commission also had before it reports prepared by the International Labour Office on part-time employment and the employment of older women workers (E/CN.6/284), and on opportunities for women in handicrafts and cottage industries (E/CN.6/282), as well as a report on access of girls to vocational and technical training prepared jointly by the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the International Labour Office (E/CN.6/280).

78. The Commission decided to consider simultaneously the problems relating to older women workers and part-time work for women.

(a) *Occupational outlook for women*

79. In discussing the Secretary-General's preliminary memorandum (E/CN.6/L.189) on a survey of publications available on the occupational outlook for women in the fields of health, social welfare, engineering and architecture, several representatives were of the opinion that women should be encouraged to enter these professions; it was remarked that women's interest in engineering and architecture was increasing and that efforts should be made to eradicate prejudice against their taking up such professions, particularly in view of the shortage of qualified persons in those fields. Note was taken of the views of the International Labour Organisation (ILO), UNESCO and the World Health Organization (WHO), whose comments on the advisability of the survey were contained in the Secretary-General's memorandum. The representative of ILO stated that the study could serve two useful purposes by supplying information on new openings for women and by encouraging further publications on vocational guidance for women.

80. The general consensus of opinion was in favour of a broader study than that envisaged at the ninth session when the Secretary-General had been requested to prepare the preliminary memorandum. The discussion of this new project by the Commission was centred on a draft resolution (E/CN.6/L.202 and Corr.1) and its accompanying working paper (E/CN.6/L.203 and Corr.1), sponsored by the representatives of Cuba, the Dominican Republic, France, Pakistan, Sweden, USSR, United Kingdom and Yugoslavia.

81. It was explained that this draft resolution was intended to initiate a comprehensive consideration of the whole problem of preparation of women for various occupations and the possibility of their making use of such preparation in various fields. The Commission would, it was expected, base its consideration on a series of reports dealing separately with each of a number of countries, and containing information on educational opportunities for women at all levels, academic as well as vocational, technical, and professional training being included; the reports would also contain information on existing school facilities, on plans for their increase and on the types of curricula. It was hoped that such data would be linked to information on openings for women in the various occupations and professions, and that the studies would discuss these matters not only from the legal point of view but more particularly with reference to such aspects of the factual situation in each country as existing prejudice against women and the attitude of the women themselves. In order to obtain the necessary information, beyond that already available in reports considered in previous sessions, the sponsors of the draft resolution proposed that the Secretary-General be asked to prepare lists and descriptions of principal fields of training and opportunities, as well as questions to Governments and to non-governmental organizations which would be sent out after consideration by the Commission at its eleventh session.

82. In the course of the discussion of the draft resolution, the representatives of UNESCO and ILO pointed out that various aspects of the subject matter fell within

the competence of their respective organizations and that provision should be made for their participation. It was generally agreed by the members of the Commission that reference to consultation with all interested specialized agencies should be inserted into the draft resolution. The sponsors also agreed to a drafting amendment to sub-section (b) of the operative paragraph proposed by Belgium and the United Kingdom.

83. The following resolution was accordingly unanimously adopted by the Commission at its 227th meeting:

"The Commission on the Status of Women,

"Considering that the Commission has undertaken and carried out various studies concerning access of women to education and economic opportunities for women, and made recommendations dealing with particular problems in this field,

"Considering that it is essential for the future work of the Commission that it should now undertake a study of principal professional and technical fields of training and the availability of opportunities for women, based on information on relevant aspects of the existing situation which should be obtained from Governments and non-governmental organizations in consultative status,

"Considering that the Commission, prior to undertaking such a study, should first have preliminary lists and descriptions prepared by the Secretary-General of principal professional and technical fields of training and the availability of opportunities to women, in order to decide at its eleventh session the specific fields which should be studied,

"Invites the Secretary-General to prepare, in consultation with the specialized agencies concerned, and to submit to the Commission for consideration at its eleventh session:

"(a) Lists and descriptions of principal professional and technical fields of training and opportunities which are or are not available to women at present;

"(b) Questions which might be circulated to Member States and non-governmental organizations in consultative status so as to obtain relevant information on this subject.

(b) and (c) Part-time work for women and older women workers

84. In connexion with the questions of part-time work for women and older women workers, the Commission heard the representative of ILO, who introduced the progress report prepared by ILO on these subjects, and noted that ILO proposed to start work in 1957 on an inquiry on part-time work and employment of older women in accordance with the relevant resolution adopted by the International Labour Conference in 1955. The ILO representative stated that an expert committee on women's work was scheduled to meet in November 1956 to discuss these and related problems.

85. Regarding a resolution of ILO on the minimum pensionable age, fixing a lower age for women, the ILO

representative at the request of some delegates outlined the background, organization and attendance of the First European Regional Conference of the International Labour Organisation, which had met in Geneva in January-February 1955. This Regional Conference had adopted a resolution which, *inter alia*, suggested that in the countries participating in the conference the minimum pensionable age be fixed, as a general rule, within the range of 60 to 65 years. The resolution further stated that the minimum pensionable age for women should be five years lower than that fixed for men.

86. With reference to this resolution, the representative of ILO emphasized the distinction between "minimum pensionable age" and "age of retirement". "Minimum pensionable age" meant the lowest age at which a worker could start drawing a pension if he so wished, and this did not necessarily imply that the worker should retire; in many countries he could continue to work. "Age of retirement" meant the age at which a worker must definitely give up paid employment. She also outlined the relevant provisions of ILO Convention (No. 102) concerning Minimum Standards of Social Security, particularly article 26 where the prescribed age for old-age benefits for both sexes was fixed at 65 years. In a later intervention, the representative of ILO pointed out that the resolutions adopted by international conferences of this type were in varying degrees the reflections of prevalent standards in the participating States, and that there were still differences of opinion on this question at the national level. She added that the provision of the resolution concerning minimum pensionable age, as approved, had been the one contained in the draft prepared by the International Labour Office at the request of the committee dealing with this question, and in that draft no dual pensionable age had been proposed. One of the workers' delegates had proposed an amendment fixing an age five years lower for women, which had been carried by 70 votes to 18.

87. In the ensuing debate, several members of the Commission noted the relationship between the questions of part-time work and employment of older women, since some older women preferred part-time to full-time employment. It was also pointed out that part-time work provided married women who had family responsibilities with an opportunity of earning additional income, which in economically under-developed countries might be essential for the survival of the family unit. It was noted that part-time work also enabled women with family responsibilities to discharge their domestic duties and to maintain their professional skills until it was possible for them to return to full-time work. One member felt that the extension in the economically under-developed countries of part-time work in handicrafts, cottage industries and agricultural occupations would raise the standard of living for the rural population and would reduce the number of women engaged in excessively arduous labour.

88. Other members felt, however, that part-time work, if followed by wage discrimination and loss of social security benefits and pension rights, could become a source of concealed unemployment and prove a serious impediment to promotion and professional advancement for women. These members felt that women should be

enabled to undertake full-time work through the provision of increased opportunities for vocational training, the establishment of improved household equipment, nursery schools and similar facilities, and through a more satisfactory division of housework between the family members.

89. In connexion with the problems faced by older women workers, members of the Commission participating in the debate outlined the actions taken in their respective countries to ameliorate the grave difficulties confronting older persons seeking employment. It was noted that the prolonged life expectancy resulting from improvements in medical science had greatly increased the proportion of older persons in national populations, and that higher levels of economic development created a need for additional manpower in the labour force which could only be met from the reserve of older workers. Members of the Commission felt that the Commission should continue its study of these problems in relation to the employment of older women, and that more information was needed on existing prejudices hampering older women seeking jobs, and on the opportunities for employment open to them. Some members voiced their belief that if women enjoyed the same economic rights as men, there would then exist no specific problems to confront older women workers. It was also stated that women in their thirties and forties were at the height of their working abilities and that there would be an undeniable loss to society if such women were not able to find jobs if they so desired.

90. Several members of the Commission expressed their grave concern over the implications of the resolution adopted by the First European Regional Conference of the International Labour Organisation, in which it was suggested that the minimum pensionable age for women should be five years lower than that fixed for men. It was felt that this provision would constitute serious discrimination against women, and that it was incompatible with the principles of the Universal Declaration of Human Rights. Some members of the Commission felt that the resolution was against the interests of older women workers, and that earlier retirement inevitably hampered women's advancement by cutting off the years most likely to be crowned with success and recognition in professional careers and in national and international life. These members felt that if women were entitled to pensions at an earlier age, employers would be inclined to dismiss women employees rather than men when conditions in the labour market required reductions in force. It was felt that the disadvantages of earlier retirement for women were disproportionate to the privilege involved. The view was also expressed that a lower pensionable age for women might increase the difficulties facing older women seeking employment.

91. Other members felt, however, that the question required further study, and that in view of women's heavier social responsibilities, they should be given the privilege of choosing either to retire on a pension or to continue their work. It was noted that in some countries women could draw their full pension and also continue to work after attaining the minimum pensionable age. It was also stated that since women tended to be some years younger than their husbands, lower retirement age

for women would enable both spouses to retire at approximately the same time. One member noted that some trade unions endorsed a lower retirement age for women, because legislation establishing legal rights for women had often led to gains for workers as a whole.

92. Some members of the Commission expressed their regret that no contact had been established between the First European Regional Conference of the ILO and the Commission before the adoption of the above-mentioned resolution, and they noted that more than a year had elapsed before the Commission had been informed of the contents of the resolution. These members felt that international action should not be dependent on action at the national level or on the formulation of uniform principles in all countries. The Commission decided to transmit the summary records of discussions relating to the question of the age of retirement to ILO for its information.

(d) *Cottage industries and handicrafts*

93. The Commission began its consideration of the sub-item by hearing a statement by the representative of ILO, who pointed out that the progress report presented by her organization emphasized the same general tendencies which had been stressed in the previous report. The present report contained information on the relevant activities of ILO in this field. She stated that handicraft and cottage industries were practised principally in the less industrialized countries, and should be considered as complementary to industry rather than as competitive to the development of further industrialization. The representative of ILO stressed the necessity for improving vocational training, conditions of work and social benefits for workers in handicrafts and cottage industries, and she emphasized the value of co-operative organization in connexion with the improvement of production and marketing, as well as in improving conditions of work and avoiding the dangers of this type of work being transformed into industrial homework.

94. The representative of ILO felt that there was a tendency to over-emphasize the cultural aspects of handicrafts and cottage industries. She stated that the value of this work should be assessed in the light of its possibilities in the market, and only those handicrafts which corresponded in reality to needs and purchasing capacities of the market should be encouraged.

95. The Commission also heard the representative of UNESCO, who stated that ILO specialists on cottage industries and handicrafts had co-operated in the work of UNESCO fundamental education centres. She also pointed out that UNESCO had carried out a programme of education through the arts which had stressed the importance of handicrafts as expressions of traditional cultures and their place in modern life.

96. Members of the Commission participating in the debate emphasized the potential contribution of handicrafts and cottage industries both to the industrial development of national economies and to the advancement of women's economic status. In connexion with the industrialization of economically under-developed countries, the view was expressed that cottage industries and handicrafts should be maintained and strengthened

until the necessary development of basic industries had resulted in the creation of more employment opportunities. Several members of the Commission also stressed the therapeutic value of handicrafts in the alleviation of mental and physical disablement. One member felt that it was important to express the Commission's deep interest in the welfare of women in agricultural areas.

97. Particular emphasis was placed on the need for adequate protection against economic exploitation of workers in these industries, and the importance of providing healthy working conditions and social security benefits was repeatedly stressed during the debate.

98. Several members outlined the programmes undertaken in their respective countries by governmental and voluntary agencies to aid in the production, marketing and artistic development of handicrafts and cottage industries. In this connexion, members underlined the value of co-operatives, both in industrialized and in economically under-developed countries, as a means for the elimination of existing abuses by middlemen and for the development of sound production and marketing techniques. It was also noted that in most countries products of handicrafts and cottage industries were not intended for the tourist trade but for local consumption; it was felt, however, that the development of potential national and international markets should be carefully studied. Several members also emphasized that the artistic value of these products should not be allowed to disappear with the introduction of new techniques and markets, and that the artistic heritage of the area should be carefully preserved and the traditional level of skills maintained.

99. At its 223rd meeting, the Commission considered a joint draft resolution (E/CN.6/L.199) sponsored by Pakistan and the United States of America. In view of various amendments and suggestions made by members of the Commission, it was decided to refer the draft resolution to the *Ad hoc* Committee on Resolutions. The Committee recommended to the Commission a text (E/CN.6/L.199/Rev.1) incorporating the various suggestions made during the debate.

100. The Commission considered the revised text at its 225th meeting.

101. In connexion with this draft resolution, the representative of ILO, referring to paragraph 1 of the operative part, pointed out that the question of duplication of effort might arise. She recalled the note of the Secretary-General of the United Nations¹ addressed to the Economic and Social Council on the subject of the review of the organization and work of the Secretariat in the economic and social field. She referred in particular to paragraph 24 of this document where the desirability is expressed that, wherever possible, rather than placing responsibility for particular phases of work jointly upon the Secretariat and one or more specialized agencies, responsibility should be placed squarely upon the specialized agencies concerned when the work falls directly within their statutory competence. She referred also to resolution 557 A (XVIII) of the Economic and Social Council, where the approach adopted by the

¹ See *Official Records of the Economic and Social Council, Eighteenth Session, Annexes*, agenda item 29, document E/2598.

Secretary-General in this document is endorsed by the Council.

102. She referred further to article XIII of the Agreement between the United Nations and the International Labour Organisation, where the two organizations recognize the desirability of avoiding the use of overlapping facilities and services among the United Nations and specialized agencies.

103. The original sponsors of the draft resolution stated that the draft resolution did not call for any study by the United Nations Secretariat and that therefore no duplication between the International Labour Office and the Secretariat was involved. However, to make the point perfectly clear, the first operative paragraph was deleted and the sense of it, namely that the Council recognized that the problem should be studied, was transferred to the preamble.

104. The Commission then unanimously adopted the draft resolution as amended.

105. The text of the resolution reads as follows:

" The Commission on the Status of Women,

" Requests the Economic and Social Council to adopt the following draft resolution: . . .

[For the text of the draft resolution, see annex, draft resolution B I.]

(e) Access of girls and women to vocational and technical training

106. At its 223rd meeting, the Commission decided to defer consideration of questions relating to the access of girls and women to vocational and technical training until its eleventh session.

(f) Working women, including working mothers, with family responsibilities, and means for the improvement of their position

107. Study by the Commission of the situation of working women, including working mothers, with family responsibilities was welcomed by most members as having great importance to the large and increasing number of women who combined outside employment with their duties in the home. Certain representatives, however, felt that problems relating to women's employment and problems arising from their family responsibilities should be distinguished and that family questions were within the competence of the Social Commission.

108. The study to be undertaken was envisaged as including such matters as the responsibility of women for support of children or other dependents, and existing provisions for social insurance, welfare facilities and other benefits; it was also suggested that the Commission, by such a study, could draw attention to the value to national economies of the work performed by women.

109. Particular emphasis was placed by some representatives on the double role performed by working mothers and on their consequent need for assistance in carrying out family duties and for protection against economic discrimination. Assistance to working mothers should, it was felt, encompass such health measures

during pregnancy and after child-birth as appropriate, leave provisions and transfer, where necessary, to lighter tasks. Assistance with respect to the care of children could be rendered, it was suggested, without encroaching on the essentially personal responsibilities of the mother, by nurseries, instruction for inexperienced mothers, recreation and other facilities for older children during the mother's working day and also by co-operation between the school and home. Reference was made to facilitating household tasks on the basis of scientific study more usually applied to industrial work.

110. It was felt essential to prevent unfavourable effects on employment opportunities resulting from women's requirements as mothers. While certain representatives stated their opinion that ideally women with small children should not have to work, there was general agreement that women who did so, whether from choice or necessity, should not be discriminated against.

111. Certain members expressed strong disapproval of the emphasis in the discussion on special protection for women which, they felt, was inappropriate in the Commission on the Status of Women whose purpose was the achievement of equality; social protection of mothers and children was, in their opinion, more properly within the competence of the Social Commission. This view was not, however, generally shared by the majority; for, it was said, the additional responsibilities inevitably borne by women require that special measures be made available to them so that they, and the community as a whole, may benefit from their full participation on an equal basis with men in economic as well as in social and political life. Some members particularly stressed the need for legally guaranteed health protection for women during pregnancy and after childbirth.

112. The special competence of ILO was recognized, and particular reference was made to the preliminary survey made by that organization in 1948 and to the resolution adopted at the thirty-eighth session of the International Labour Conference concerning the employment of mothers with young children. The representative of ILO reviewed a variety of measures, including conventions and recommendations relating to conditions of employment for pregnant women and mothers, social security, maternity and other benefits, and services for children of working mothers. She informed the Commission that the resolution of the thirty-eighth International Labour Conference (which had been referred to during the debate) contemplated that a study of the subject being discussed by the Commission would be undertaken by ILO in collaboration with the United Nations and other specialized agencies concerned; this study might not, however, be undertaken until 1957 or 1958.

113. A draft resolution submitted by the representatives of Poland and the United States (E/CN.6/L.201) met with general approval in principle, although several specific objections to its wording were made. Several representatives strongly disapproved of the language used in the preamble, which, they feared, would lend weight to an argument used by those opposing economic equality for women to the effect that working mothers were inferior in health and efficiency. The representative of ILO urged that, in the request to her Office for a report,

reference be made to collaboration by other interested specialized agencies and by the Secretary-General.

114. The sponsors of the draft resolution took these and other suggestions into account in a revised version of their draft resolution (E/CN.6/L.201/Rev.1) which was unanimously adopted by the Commission at its 226th meeting and which reads as follows :

“ The Commission on the Status of Women

“ Requests the Economic and Social Council to adopt the following draft resolution: . . .

[For the text of the draft resolution, see annex, draft resolution B II.]

Economic rights of women

115. The Commission had before it a general joint resolution (E/CN.6/L.200) submitted by the representatives of France, Indonesia, the USSR and Yugoslavia. This draft resolution was directed to the Economic and Social Council asking the Council to invite the Secretary-General to request all States to supply information on measures taken to implement Council resolution 587 F III (XX) of 3 August 1955; the Council would also invite the Secretary-General to submit a report based on answers received from Governments for consideration by the Commission at its eleventh session.

116. The Commission also had before it an amendment to this draft resolution (E/CN.6/L.200/Amend.1), submitted by the representative of the United States of America, to replace the operative paragraph of the draft resolution by a request to the Secretary-General and to the International Labour Office to submit a report on steps being taken by States Members of the United Nations and of ILO on such aspects of the removal of economic discrimination against women as found practicable by the Secretary-General and ILO, for submission to the twelfth session of the Commission; the Secretary-General and ILO were invited to obtain the necessary information from States.

117. In the course of the debate on the draft resolution and on the amendment thereto, some members stated that the request to the Secretary-General and to ILO should not be limited to some aspects of the question but should have the same scope as resolution 587 F III (XX) of the Council on which the present proposal was based. Other members felt on the contrary that the above-mentioned resolution embraced too broad a field and that this field could be covered in the course of reports extending over several years, the Secretary-General and ILO being given discretion to make an initial choice.

118. In the light of the various point 9 of view expressed by members of the Commission, the sponsors of the draft resolution submitted a revised version of it in document E/CN.6/L.200/Rev.1. The representative of the United States submitted a revised version of her amendment (E/CN.6/L.200/Amend.1/Rev.1) which incorporated the suggestions made concerning an express reference to Council resolution 587 F III (XX) and which omitted the words “ those aspects of ” and “ which the Secretary-General and ILO find practicable to prepare ”.

119. Subsequently the sponsors of the draft resolution accepted the revised amendment submitted by the representative of the United States to replace the operative paragraph of their draft.

120. At its 226th meeting the Commission adopted unanimously the following draft resolution:

“ The Commission on the Status of Women

“ Recommends that the Economic and Social Council adopt the following draft resolution: . . .

[For the text of the draft resolution, see annex, draft resolution B III.]

121. Statements on the various aspects of economic opportunities for women were made by the representatives of the Inter-American Commission of Women,^{2, 3, 4} the International Confederation of Free Trade Unions,^{2, 4} the International Federation of Christian Trade Unions,⁶ the World Federation of Trade Unions,^{4, 5} the International Alliance of Women,⁴ the International Council of Women,⁴ the International Federation of Business and Professional Women,³ the International Federation of University Women,³ the International Federation of Women Lawyers,^{2, 6} the Pan-Pacific South-East Asia Women's Association,⁵ the World Movement of Mothers,⁶ the World Union of Catholic Women's Organizations,³ the Open Door International⁴ and the St. Joan's International Social and Political Alliance.^{2, 4, 6}

CHAPTER VIII

Nationality of married women

122. The Commission discussed agenda item 8 at its 209th meeting. It had before it two documents (E/CN.6/254/Add.1 and 2) prepared by the Secretary-General containing information on recent legal provisions on nationality of married women supplementary to that set forth in the publication on the subject⁷ presented to the Commission at its previous session.

123. The discussion was for the most part concerned with the action taken during the tenth session of the General Assembly on the draft Convention on the Nationality of Married Women. The debate and decision of the Third Committee of the General Assembly, which dealt with the preamble and substantive articles of the Convention, were favourably commented on by most representatives. Certain representatives severely criticized the failure of the Sixth Committee to deal with the formal clauses of the Convention and expressed their deep disappointment that the adoption of the Convention by the General Assembly had thus been delayed.

² On economic rights of women.

³ On occupational outlook for women.

⁴ On part-time work for women and older women workers.

⁵ On cottage industries and handicrafts.

⁶ On working women with family responsibilities.

⁷ *Nationality of Married Women: Report submitted by the Secretary-General* (United Nations Publication, Sales No.: 1955. IV.1).

124. The Commission unanimously expressed the wish that the Convention be adopted and opened for signature by all Member States at the conclusion of the forthcoming session of the General Assembly.

125. The Secretary-General was urged to continue his annual reports on recent developments in legislation on nationality of married women.

126. During the discussion, the Commission heard a statement by the representative of the International Council of Women.

CHAPTER IX

Status of women in private law

127. The Commission considered item 9 of its agenda at its 211th, 213th, 217th and 221st meetings. It had before it a supplementary report by the Secretary-General on the status of women in family law (E/CN.6/185/Add.15), and an addendum to a previous report by the Secretary-General on the property rights of women (E/CN.6/208/Add.3).

128. In discussing inequalities and discriminations against women existing in private law, the Commission recognized the complexity and difficulties involved in dealing with family law and property rights under various legal systems and in countries of disparate traditions.

129. It was noted that in many countries, where in fact the wife's position as an equal partner with her husband had come to be generally recognized, laws of an earlier era nevertheless remained. Such examples were cited as the requirement that the husband consent to his wife's working outside the home, legal incapacity of married women, the husband's right to administer his wife's property, and inequality of parental rights and duties. Certain representatives noted that it was particularly in cases of marital discord that such inequities in the laws placed married women at a serious disadvantage.

130. It was pointed out that in some countries where family laws were part of an integrated social and cultural pattern, greater resistance to change was encountered than where the social pattern in fact was more advanced than the laws. The need for legislative reform in the field was, however, certain representatives stated, gaining increasing recognition among government officials; two members reported on the appointment in their countries of commissions to study and suggest substantial reforms in legislation on women's property and family rights.

131. It was said that continued effort was required on the part of women to effect changes in their national legislation; and in this connexion several representatives particularly emphasized the activities of non-governmental organizations.

132. Inequitable taxation of the earnings and income of married women under the fiscal laws of some countries was referred to by certain members who were of the opinion that the problem might well be studied by the Commission. It was suggested that the matter, while not an aspect of private law, was relevant to equality of spouses with respect to property rights and was also related to economic opportunities for women.

133. The Commission devoted particular attention to the subject of customs, ancient laws and practices adversely affecting the status of women. It was recognized that many traditions originally of social validity and importance had, in more recent times, degenerated into serious abuses and impediments to the advancement of women. General Assembly resolution 843 (IX) figured prominently in the discussion. It was recalled that in that resolution all States had been urged to take measures for the abolition of ancient laws, customs and practices adversely affecting the human dignity of women, and various such laws, customs and practices had been enumerated.

134. During the discussion the Commission heard statements by the representatives of the International Council of Women, the Liaison Committee of Women's International Organizations, and St. Joan's International Social and Political Alliance.

135. The discussion of future action by the Commission was mainly based on a draft resolution jointly submitted by the representatives of Belgium, Cuba, France and Yugoslavia (E/CN.6/L.194). The sponsors of this draft resolution considered that the Commission should make detailed studies of some of the subjects referred to in the General Assembly resolution to be followed by concrete suggestions, through the Economic and Social Council and the General Assembly, for State action. Although one representative expressed concern that such a resolution as that proposed for adoption by the Commission might weaken the effect of the earlier resolution, the consensus of opinion was to the contrary. Most representatives felt that General Assembly resolution 843 (IX), rather than marking the end of the Commission's interest in the matter, should be followed up and strengthened by further and more specific recommendations.

136. To that end, the sponsors of the draft resolution stated their intention to have the Commission study information to be presented by the Secretary-General on the various customs, laws and practices, beginning with a report, for the eleventh session, on child marriage, bride-price, and parental rights of the mother. Bride-price and child marriage had, many representatives stated, become most serious abuses, inconsistent with women's human dignity and with the right freely to choose a spouse. Similarly, it was said that the lack of a mother's rights respecting her children, particularly the loss by a widow of the right to raise her own children except in the household of the family of her deceased husband, was a most severe discrimination. The addition of polygamy to these three subjects in the operative paragraph of the draft resolution was orally proposed by the representative of Pakistan and accepted by the sponsors; in this connexion it was stated that polygamy was an institution adversely affecting not only the wife but also children, who were often neglected by their father after his second marriage.

137. Although it was recognized that the Secretary-General was not in a position to report on the implementation by Governments of General Assembly resolution 843 (IX), most representatives wished to learn of progress made since the adoption of that resolution. An addition to the operative paragraph of the joint draft

resolution was therefore suggested by the representative of France and accepted by the other sponsors.

138. The sponsors also accepted a drafting amendment to the last paragraph of the preamble orally proposed by the representative of the United States.

139. The Commission unanimously adopted, at its 221st meeting, the following resolution :

"The Commission on the Status of Women,

"Taking note of General Assembly resolution 843 (IX) of 17 December 1954, by which the Assembly urges all States to take all appropriate measures with a view to abolishing such customs, ancient laws and practices as affect the human dignity of women and are inconsistent with the principles set forth in the United Nations Charter and in the Universal Declaration of Human Rights,

"Recalling that in that resolution the General Assembly urges all States to take such action by ensuring complete freedom in the choice of a spouse; abolishing the practice of the bride-price; guaranteeing the rights of widows to the custody of their children and their freedom as to remarriage; eliminating completely child marriages and the betrothal of young girls before the age of puberty and establishing appropriate penalties,

"Believing that some of the most widespread of these customs, ancient laws and practices affect the human dignity of women and therefore call for urgent action,

"Noting also Economic and Social Council resolution 587 D II (XX) of 3 August 1955, recommending that States Members of the United Nations take all necessary measures to ensure equality as between parents in the exercise of rights and duties with respect to their children,

"Recalling that in that resolution the Council noted that 'in some countries, upon the death or removal from authority of the father, parental authority does not pass to the mother as a matter of right or is withdrawn from her in the event of her remarriage', and that 'in some countries, on the dissolution of the marriage, the father receives the custody of the children as a matter of right regardless of the apportionment of blame between the spouses',

"Believing that laws, practices or customs under which mothers can be deprived of their natural rights affect the dignity of women everywhere and are adverse to the interests of the children,

"Considering that a detailed study of such laws, practices and customs is necessary in order that the problems involved may be fully understood,

"Invites the Secretary-General to prepare for the eleventh session of the Commission a report, based on all the information which may be available to him, on the practice of polygamy, child marriage, bride-price, and the right of the mother to exercise parental authority and to have custody and guardianship of the children during marriage and after its dissolution, and indicating the progress achieved since the adoption by the General Assembly of resolution 843 (IX).

Technical assistance programmes in relation to the status of women

140. The Commission discussed item 10 of its agenda at its 213th, 215th, 216th and 217th meetings. It had before it a memorandum on technical assistance by the Secretary-General comprising a summary of selected projects affecting the status of women and a selected list of materials (E/CN.6/274), a progress report by the Secretary-General on technical assistance programmes in relation to the status of women (E/CN.6/L.188), and a report by the Secretary-General on advisory services in the field of human rights (E/CN.6/283—E/CN.4/722 and Corr.1).

141. The Commission heard the representative of the Secretary-General who recalled the statement made by the Secretary-General at the opening meeting of the twelfth session of the Commission on Human Rights. The representative of the Secretary-General noted that General Assembly resolution 926 (X) "Advisory services in the field of human rights" authorized the Secretary-General to make provision for advisory services by experts, for fellowships and scholarships and for seminars.

142. The representative of the Secretary-General recalled that in his statement the Secretary-General had emphasized that the main purpose of the new programme should be to give Governments an opportunity to exchange their experience in solving, or attempting to solve, certain problems. She then outlined the Secretary-General's conception of the use of seminars for this purpose, and his belief that it was important to bring together, for short periods of time, key people who could promote awareness of human rights problems in official circles. The representative of the Secretary-General stated that the success of the programme would depend on the leadership and advice provided by Member Governments, the Commission and the other organs concerned.

143. The Commission heard a statement by the representative of UNESCO, who noted that the memorandum by the Secretary-General summarizing selected technical assistance projects (E/CN.6/274) contained a brief analysis of projects undertaken by UNESCO. In a later statement, the representative of UNESCO summarized UNESCO's future programme in this connexion.

144. In the ensuing debate, several members of the Commission stressed the importance and value of the Secretary-General's summary of selected technical assistance projects affecting the status of women (E/CN.6/274), which, they felt, brought the scope and variety of these activities into proper focus. They expressed the view that this document should be given the widest possible circulation, and that the Secretary-General should be asked to bring the summary up to date for consideration at the eleventh session of the Commission.

145. Members of the Commission participating in the debate discussed the steady progress made in the effective use of the technical assistance programmes, and cited

examples of their respective Governments' experience as donors and as recipients of technical assistance services. Several members stressed the close connexion between the improvement of family living conditions and of women's status and the progress made by communities at the local and national levels. In this connexion, members outlined the value of technical assistance in the fields of health, community development, handicrafts and cottage industries, both to the community at large and to the status of women. One member stressed the important role of technical assistance experts, and commented that professional competence and enthusiasm were among the basic qualifications for such experts. She emphasized that their assignments must be of sufficient length to ensure completion of their tasks, and recommended the extensive use of visual aids in the technical assistance programmes. Another member regretted that the number of women participating in the United Nations regular programme and the Expanded Programme of Technical Assistance as experts and as fellows remained lamentably small as compared with that of men. She expressed the hope that the combined efforts of the Technical Assistance Administration and the Governments concerned would bring about an increase in the percentage of women participants, which was at present altogether unsatisfactory.

146. In discussing advisory services in the field of human rights, members of the Commission emphasized that General Assembly resolution 926 (X) had increased the opportunities for improving the status of women through the use of technical assistance techniques. It was pointed out that the new resolution could be extremely useful in the promotion of the emancipation of women, not only in the political and civil fields, but also in social and cultural matters.

147. The value of the collaboration of all women's non-governmental organizations in contributing to the success of the programme as applied to the improvement of the status of women was stressed during the debate.

148. With regard to the implementation of the programme, it was suggested that the Secretary-General be asked to explore the possibilities of awarding international fellowships for the study of national experience on the improvement of laws and customs affecting women, and of means for improving their effective collaboration in the welfare of the community.

149. The organization of study courses for adult women was suggested as a means of improving civic education and participation in public life.

150. Members of the Commission laid great stress on the value of seminars as an effective method of implementing the programme of advisory services with particular reference to the improvement of the status of women. The success of earlier seminars in related fields was noted, as was the relatively low cost of this form of technical assistance. One member noted that seminars could be effectively accompanied by visual demonstrations, and that it was most desirable that such seminars be attended by a representative cross-section of the female population of the area concerned.

151. The representative of Pakistan noted that the

report, arising out of the survey conducted in Pakistan in 1954 by an expert appointed pursuant to a request made by her Government under General Assembly resolution 729 (VIII), for the purpose of training women for fuller participation in the political and social life of the country, had laid particular emphasis on the value of the seminar technique to achieve this end, and she stressed the potential contribution to Asian countries of the new advisory seminars programme.

152. In connexion with the use of seminars, the representative of the USSR announced that her Government had decided to organize a two-week seminar in the summer of 1956 for members of the Commission and for representatives of international and national women's organizations. The purpose of the seminar would be to give the participants an opportunity of exchanging experience in relation to the problems posed by the implementation of the principle of equality for men and women. She stated that travel costs and all expenses within the country would be borne by the Government of the USSR.

153. The general consensus of opinion was that the seminar technique was one of the best means for ensuring the protection of women's rights and the improvement of their status. It was also suggested that seminars could be used to stimulate Governments to extend full political rights to women in countries where these rights were absolute for men and only limited for women.

154. The Commission heard statements by the representatives of the International Federation of Christian Trade Unions, the International Alliance of Women, the International Federation of Business and Professional Women, the International Federation of University Women, the International Federation of Women Lawyers, the Pan-Pacific South-East Asia Women's Association, the Young Christian Workers and the World Federation of Democratic Youth.

155. At its 216th and 217th meetings, the Commission considered the draft resolution submitted by the representatives of Belgium, the Dominican Republic, France, Pakistan and the United States of America (E/CN.6/L.195). At the 216th meeting, various oral amendments were proposed.

156. The representative of the Byelorussian SSR proposed that the second operative paragraph of the draft resolution be amended to read "non-governmental organizations with or without consultative status". Other representatives, however, expressed misgivings as to the consequences of such an amendment. At the request of several members, a statement was made by the representative of the Secretary-General concerning the practical and legal problems posed by this amendment. The amendment was subsequently withdrawn by its sponsor.

157. The representative of Poland suggested that the first operative paragraph of the draft resolution be amended so as to include the possibility of holding seminars in countries where women had full enjoyment and exercise of all their rights, so that representatives of countries where women were still deprived of such rights could benefit from the experience and example of

the former countries. She withdrew her suggestion in favour of a more general amendment proposed by the representative of Pakistan, to the effect that the Secretary-General be requested to explore the possibility of holding regional seminars without specifying the type of country where such seminars should be held, so as to assist women who had recently acquired political rights or did not yet fully exercise such rights.

158. The sponsors of the draft resolution accepted the Pakistani amendment, as well as amendments proposed respectively by the representatives of France and Belgium and by the representative of Argentina. The latter amendments were added to the draft resolution as operative paragraphs 1 (c) and 2. Drafting amendments proposed by the representatives of Belgium and of the United States of America were also accepted by the sponsors of the draft resolution.

159. At its 217th meeting the Commission unanimously adopted the following resolution :

" The Commission on the Status of Women,

" Noting with appreciation the summary of selected technical assistance projects prepared by the Secretary-General (E/CN.6/274) and the wide range of activities set forth in this document concerning the status of women,

" Noting with satisfaction that General Assembly resolution 926 (X) on " Advisory services in the field of human rights " authorizes the following forms of assistance: (a) advisory services of experts, (b) fellowships and scholarships, and (c) seminars,

" Expressing the hope that all three forms of assistance will be utilized,

" Considering that the organization of seminars would be a particularly fruitful method for the promotion of the rights of women and the improvement of their status through exchange of information and experience in this field,

" 1. Requests the Secretary-General: (a) to explore, during the current year, in consultation with governments and specialized agencies, and in accordance with General Assembly resolution 926 (X), the possibility of holding regional seminars to assist women who have recently acquired political rights, or do not yet fully exercise them, in developing their understanding of civic responsibilities and increasing their participation in the public life of their countries; (b) to circulate his summary of selected projects affecting the status of women (E/CN.6/274) to Governments, specialized agencies, and non-governmental organizations with consultative status, so that they may become aware of the wide range of possibilities through which improvement may be sought in the status of women; (c) to supplement the summary (E/CN.6/274) by adding new data on projects concerning directly or indirectly the status of women, and to submit this supplementary report to the Commission at its eleventh session;

" 2. Invites the non-governmental organizations with consultative status to make every effort to inform public opinion of the existence of these possibilities.

Participation of women in the work of the United Nations and the specialized agencies

160. The Commission discussed item 11 of its agenda at its 227th meeting.

161. Members of the Commission expressed the view that this question was a matter of deep interest to the Commission, which was concerned with the implementation of Article 8 of the United Nations Charter, and that it should figure on the Commission's annual agenda. The representative of the Dominican Republic felt that the participation of women in the work of the United Nations should not be limited to employment in the Secretariat of the United Nations and the secretariats of the specialized agencies, but that Governments should be urged to appoint women to their delegations to the General Assembly, to the Councils, and to the various United Nations organs, as well as to their permanent delegations to the United Nations. In this connexion several representatives reported on the progressive policies adopted by their respective Governments, and suggested that these serve as examples to the United Nations and to the specialized agencies.

162. The representative of the Dominican Republic also expressed the view that the Commission should have confidence in the assurance given by the Secretary-General at the Commission's two previous sessions that under his administration there was and would be no discrimination on the ground of sex. Members of the Commission felt, however, that when vacancies in high posts occurred in the Secretariat, it was important to give every consideration to the promotion of women to such posts, and that when such high posts were vacated by women, men should not be appointed as replacements. It was felt that there was undue delay in the application of Article 8 of the Charter.

163. The consensus of opinion in the Commission was that the Secretariat of the United Nations should fully implement Article 8 and so set the example in the appropriate advertisement of vacancies and in the appointment and promotion of women to responsible posts, without waiting for the situation to improve in national government administrations.

164. The Commission heard a statement by the representative of the Secretary-General who, in answer to questions put by several members of the Commission, recalled the statement made by the Secretary-General at the ninth session of the Commission. On that occasion the Secretary-General had said that appointments to policy-making posts resulting from the reorganization of the Secretariat had been, in the main, reassignments of staff already in the employ of the United Nations. He had then further stated that the United Nations recruited new staff chiefly from national administrations, and that as increasing numbers of women were appointed to responsible positions in national administrations, he believed that this increase would be reflected as a natural sequence of events in the appointment of more women to senior posts in the Secretariat. Some representatives suggested that the proper role of international organiza-

tions was to provide leadership for progress rather than merely to reflect the level of progress achieved by national Governments.

165. In connexion with questions relating to reports concerning the participation of women in the Secretariat of the United Nations and the secretariats of the specialized agencies, the representative of the Secretary-General also drew the Commission's attention to the statement made by the Secretary-General at the eighth session of the Commission. The Secretary-General had at that time suggested that future representations on this matter could be channelled through the Fifth Committee of the General Assembly as the appropriate body to which the Secretary-General reported on all matters of personnel administration.

166. The Commission heard statements by the representative of the International Federation of Women Lawyers and by the representative of the International Council of Women, who also spoke on behalf of the International Federation of Business and Professional Women, the International Federation of University Women, the Women's International League for Peace and Freedom, and the St. Joan's International Social and Political Alliance.

CHAPTER XII

Report of the Inter-American Commission of Women

167. The Commission had before it the report of the Inter-American Commission of Women (E/CN.6/281), and, at its 228th meeting, heard a statement by the representative of that Commission.

168. Several members expressed particular interest in the statement, and also in the work of the Inter-American Commission, commenting on its long and distinguished history and on the valuable collaboration between that Commission and the Commission on the Status of Women.

169. The Commission took note with appreciation of the report of the International American Commission of Women.

CHAPTER XIII

Communications concerning the status of women

170. In accordance with resolution 76 (V) of the Economic and Social Council, as amended by resolution 304 I (XI), communications concerning the status of women had been summarized by the Secretary-General in a non-confidential list (E/CN.6/CR.9 and Add.1) and in a confidential list (SW/Communications List No. 6).

171. The non-confidential list was reviewed by the *Ad Hoc* Committee on Communications, whose report (E/CN.6/L.204) was unanimously approved by the Commission at its 228th meeting.

172. At a closed meeting, the Commission received and took note of the confidential list.

CHAPTER XIV

Action taken on decisions reached at the ninth session of the Commission on the Status of Women, and review of programme of work and establishment of priorities

173. The Commission discussed item 14 of its agenda at its 228th meeting. It had before it a report by the Secretary-General on the action taken on decisions reached by the Commission on the Status of Women at its ninth session (E/CN.6/278 and Corr.1). It also had before it a working paper (E/CN.6/L.205 and Corr.1) on the review of the programme of work and establishment of priorities, prepared by the Secretary-General in accordance with resolutions 324 (XI), 402 B XIII and 451 A (XIV) of the Economic and Social Council.

174. The Commission took note of the report of the Secretary-General on action taken upon decisions reached at its ninth session.

175. The Commission reviewed its programme of work in the light of the above-mentioned resolutions of the Council.

176. The representative of Poland proposed the inclusion after sub-item (iii) in item (c), "Economic opportunities for women", in the category of *ad hoc* projects of high priority, of a sub-item concerning a report on measures for the improvement of conditions of employment for working women with family responsibilities. This proposal, which was in accordance with the resolution adopted on the subject by the Commission, was accepted.

177. The representatives of Belgium and France proposed the addition of a new item dealing with fiscal legislation. These representatives stated that in many countries the earnings of married women were, compared with those of unmarried women, subject to discriminatory taxation due to the requirement that their income be taxed with that of their husbands. This proposal met with general approval and the following new item was added to the programme of work as item (b) in the category of *ad hoc* projects of high priority: "Preliminary study of tax legislation applicable to married women who work, based on information obtained from non-governmental organizations and on replies already received from Governments to the questionnaire on the legal status and treatment of women".

178. The representative of UNESCO suggested that the report mentioned under item (c) in the category of continuing projects of high priority be further described as follows: "Methods used for (i) increasing school attendance by girls, including attendance at vocational schools, and (ii) promoting the employment of women, including married women, as teachers". This suggestion was accepted by the Commission.

179. The Commission was reminded that the first of the reports described under item (e), "Economic opportunities for women", in the category of continuing projects of high priority, was, according to the relevant resolution of the Commission, to be prepared for the twelfth session of the Commission.

180. The representatives of the Byelorussian SSR and the USSR proposed the inclusion of a reference to social security and social services under the item (c), "Economic opportunities for women", in the category of *ad hoc* projects of high priority. In the course of the discussion of this proposal, the representative of France suggested the addition under sub-item (ii) of the phrase: "including social services available to women working in these fields" after the words "ILO report on cottage industries and handicrafts"; she also proposed the insertion under sub-item (v) [originally sub-item (iv)] of the same item of the phrase "including social security provisions available to them" after the words "condition of working women with family responsibilities". This proposal was accepted by the Commission.

181. During the discussion, the representative of Poland expressed her understanding, particularly in the light of statements by the representative of ILO, that the report described under the new sub-item (iv) of the same item would also deal with social security measures.

182. The following programme of future work was adopted unanimously by the Commission at its 228th meeting.

I. Continuing projects of high priority

- (a) Political rights of women: (i) memorandum on the political rights of women for the eleventh session of the General Assembly; (ii) report on the status of women in Trust Territories; (iii) report on the status of women in Non-Self-Governing Territories.
- (b) Nationality of married women: collection of information on recent changes in legislation concerning nationality of married women.
- (c) Access of women to education: progress report on access of women to education; methods used for (i) increasing school attendance by girls, including attendance at vocational schools, and (ii) promoting the employment of women, including married women, as teachers.
- (d) Equal pay for equal work: progress report on implementation by Governments of the principle of equal pay for equal work, including signature and ratification of the ILO Convention (No. 100) concerning Equal Remuneration for Men and Women Workers for Work of Equal Value.
- (e) Economic opportunities for women: reports on steps taken by States Members of the United Nations and of the International Labour Organisation for the removal of economic discrimination against women.
- (f) Private law: annual reports on legislation and practice in family law and property rights of women.
- (g) Technical assistance programmes: (i) report on advisory services in the field of human rights;

(ii) supplementary report containing summary of selected technical assistance projects concerning the status of women.

- (h) Bi-annual Newsletter on the status of women.

II. Ad Hoc projects of high priority

- (a) Private law: report on the practice of polygamy, child marriage, bride-price and the right of the mother to parental authority, custody and guardianship of the children.
- (b) Fiscal laws: preliminary study of tax legislation applicable to married women who work, based on information obtained from non-governmental organizations and on replies already received from Governments to the questionnaire on the legal status and treatment of women.
- (c) Equal pay for equal work: requests to non-governmental organizations on methods for implementation of the principle of equal pay, with particular reference to collective bargaining agreements.
- (d) Economic opportunities for women: (i) ILO report on part-time work for women and older women workers; (ii) ILO report on cottage industries and handicrafts, including social services available to women working in these fields; (iii) joint UNESCO and ILO report on vocational and technical training; (iv) report on measures for the improvement of conditions of employment for working women, including working mothers, with family responsibilities; (v) request to non-governmental organizations for information on the condition of working women, including working mothers, with family responsibilities, including social security provisions available to them, and preparation of a report based on this information; (vi) occupational outlook for women: list and description of professional and technical fields of training and opportunities, and list of questions on this subject.
- (e) Access of women to education: analytical summary of information on discrimination against women in the field of education.

III. Projects of low priority

Draft pamphlet on equal pay for equal work.

CHAPTER XV

Adoption of the report of the Commission to the Economic and Social Council

183. At its 230th meeting the Commission unanimously adopted the report of its tenth session to the Economic and Social Council.

ANNEX

Draft resolutions for the Economic and Social Council

A

The Economic and Social Council

Takes note of the report of the Commission on the Status of Women (tenth session).

B

ECONOMIC OPPORTUNITIES FOR WOMEN

I. Opportunities for women in handicrafts and cottage industries

The Economic and Social Council,

Noting the importance of handicrafts and cottage industries as a source of income for many women, particularly in countries with an agricultural economy which are still in the initial stages of industrialization,

Noting further that systematic training in handicrafts and cottage industries has proved effective in promoting a fuller participation of women in the social and economic activities of their countries,

Believing that the improvement of the conditions of work and the skills of these workers can be best ensured through the development of community production centres and co-operative arrangements, in order to provide adequate safeguards against the abuses of industrial homework,

Recognizing the necessity of a study of effective methods for the production and marketing of handicrafts which will ensure for women handicraft workers adequate safeguards, including a fair return and appropriate social services,

Requests the International Labour Office in its further reports to the Commission on the Status of Women on this subject to give special attention to methods found useful in the sound organization of handicrafts and cottage industries, and for the avoidance of the abuses of industrial homework.

II. Working women, including working mothers, with family responsibilities, and means for the improvement of their position

The Economic and Social Council,

Noting the increasing employment of women and the important

contribution made by women to the economic development of their countries,

Considering that women work to support themselves and others, to contribute to the betterment of society, and to help raise the standard of living of those dependent on them,

Considering that many working women have responsibility for household tasks and care of dependants, in addition to the duties of their employment,

Recognizing the need for a study of working women, including working mothers, with family responsibilities, and methods for the improvement of their position;

1. *Requests the International Labour Office to prepare a report, in collaboration with the Secretary-General and with the specialized agencies concerned, on activities in various countries for improving employment conditions in relation to the situation of working women with family responsibilities, for presentation to the Commission on the Status of Women, if possible at its eleventh session;*

2. *Invites the Secretary-General to obtain information from non-governmental organizations with consultative status concerning existing problems in this field and methods found effective in dealing with them, for presentation to the Commission on the Status of Women, if possible at its eleventh session.*

III. Economic rights of women

The Economic and Social Council,

Referring to its resolution 587 F III (XX) on the economic rights of women, which recommends that all States Members and non-members of the United Nations should adopt legislative and other measures which will help to remove economic discrimination against women and encourage such action as will secure for women equal rights with men in the economic field,

Invites the Secretary-General and the International Labour Office to prepare a series of reports, concerning steps being taken by States Members of the United Nations and of the International Labour Organisation on the removal of economic discrimination against women referred to in resolution 587 F III (XX), for submission to the twelfth and subsequent sessions of the Commission on the Status of Women; the Secretary-General and the International Labour Office are also invited to obtain from these States the information necessary for this purpose.