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Item 85 of the agenda

UNITED NATIONS DECADE FOR WOMEN: EQUALITY,
DEVELOPMENT AND PEACE

Draft Convention on the Elimination of
Discrimination against Women

Chart of Amendments/Reservations, Revisions and New Paragraphs
submitted by Governments contained in the Report of the
Secretary-General (A/32/218, Annex I and Addenda 1 and 2 and
Conference Room Papers 2, 4, 6 and 6/Add.1, 2 and 3

Articles 11 and 12

DRAFT CONVENTION	AMENDMENTS	REVISIONS AND NEW PARAGRAPHS	SOURCE
<p>1. The States Parties shall undertake to adopt all appropriate measures to ensure to women, married or unmarried, equal rights with men in the field of economic and social life and, in particular:</p> <p>(a) The right to work as an inalienable right of all human beings;</p>	<p><u>Paragraph 1 (Introductory phrase)</u> <u>Argentina</u> Proposes that the words "married or unmarried" should be replaced by "irrespective of their civil status".</p>		A/32/218/Add.1, para. 40
<p>(b) The right, without discrimination on grounds of civil status or any other grounds, to receive vocational training and retraining, to free choice of profession and employment and to promotion and job security;</p>	<p><u>Subparagraph 1 (a)</u> <u>Kenya</u> Insert the words "and benefits accruing therefrom" between "work" and "as".</p> <p><u>Subparagraph 1 (b)</u> <u>Argentina</u> Proposed that the phrase "without discrimination on grounds of civil status or any other grounds" should be deleted.</p>		A/C.3/32/WG.1/CRP.6/Add.2
<p>(c) The right to equal remuneration with men for work of equal value and to equality of treatment in respect of the evaluation of quality of work of equal value, as defined in the Convention of the International Labour Organisation on this subject;</p>	<p><u>Belgium</u> Amend this subparagraph to read as follows: "The right, without discrimination on grounds of civil status or any other grounds, to free choice of profession and employment, to promotion and job security, to receive vocational training and retraining, which also include apprenticeship, advanced vocational training and permanent training."</p> <p><u>Subparagraph 1 (c)</u> <u>United Kingdom</u> Delete the words "the evaluation of equality of"</p>		A/C.3/32/WG.1/CRP.6/Add.1
			A/C.3/32/WG.1/CRP.6/Add.3

DRAFT CONVENTION	AMENDMENTS	REVISIONS AND NEW PARAGRAPHS	SOURCE
<p>(a) The right, equally with men, to social security, particularly in case of retirement, unemployment, sickness, invalidity and old age or other incapacity to work, as well as the right to paid leave;</p> <p>(e) The right to family benefits on equal terms for men and women;</p> <p>(f) Equal employment opportunities for women and prevention of discrimination in employment on the basis of sex.</p>	<p><u>Subparagraph 1 (f)</u> Belgium At the end of this subparagraph, add the following: "and the elimination of discrimination in the criteria used for selection in matters of employment".</p>	<p><u>New subparagraph (g)</u> Netherlands (g) Equal access to medical services</p>	<p>A/C.3/32/WG.1/CRP.6/Add.1</p> <p>A/32/218/Annex I</p>
<p>2. In order to prevent discrimination against women on account of marriage or maternity and to ensure their effective right to work, the States Parties shall undertake measures:</p> <p>(a) Prohibiting, subject to the imposition of penalties, dismissal on grounds of marriage, pregnancy, or maternity leave;</p> <p>(b) Progressively to introduce paid leave for pregnancy and maternity without loss of the job held and without loss of social allowances and benefits, the periods of leave being treated as equivalent to periods of work actually performed; the cost of this protection should be borne by social security systems or other public funds or collective systems;</p>	<p><u>Subparagraph 2 (b)</u> Japan Delete the word "paid" before the word "leave" and the phrase "the periods of leave ... performed".</p> <p><u>United Kingdom</u> Delete the words "the periods of leave being treated as equivalent to periods of work actually performed".</p>	<p><u>Annex I</u></p>	<p>A/32/218/Annex I</p> <p>A/C.3/32/WG.1/CRP.6/Add.3</p>

DRAFT CONVENTION	AMENDMENTS	REVISIONS AND NEW PARAGRAPHS	SOURCE
<p>(c) To encourage the provision of the necessary supportive social services, including possibilities of child-care services and to grant women free medical services during pregnancy, confinement and the post-natal period.</p>	<p><u>Subparagraph 2 (c)</u> <u>Austria</u> In the context of "child care services" the point should be made that they should meet up-to-date pedagogical requirements.</p> <p><u>Japan</u> Replace the words "and to grant women ... post-natal period" by "to implement health measures for women during pregnancy and post-natal period, and to adopt relief measures, including financial assistance, for confinement expenses".</p> <p><u>New Zealand</u> Replace the words "possibilities of" with the word "appropriate".</p> <p><u>Netherlands</u> Replace the words "and to grant women free medical services" by the words "and to ensure women access to medical services".</p>	<p>Add a new subparagraph 2 (d) which would read as follows: (d) "creation and expansion of the wide network of children's establishments, provision of grants on giving birth to a child, provision of grants and benefits to large families as well as other kinds of allowances and assistance to the family".</p>	<p>A/32/218/Annex I</p> <p>A/32/218/Annex I</p> <p>A/32/218/Annex I</p> <p>A/C.3/32/WG.1/CRP.4</p>

DRAFT CONVENTION	AMENDMENTS/RESERVATIONS	REVISIONS AND NEW PARAGRAPHS	SOURCE
<p><u>Article 12</u></p> <p>The States Parties shall take all measures to eliminate discrimination against women in rural areas in order to guarantee them equality as participants in and beneficiaries of agricultural and rural development and particularly the right to:</p>	<p><u>Introductory part</u> <u>Argentina</u></p> <p>The introduction of this article should be replaced by a more comprehensive text, so that it would not be confined to rural areas, but would cover the most disadvantaged population groups, both in rural areas and among the lowest income urban groups.</p>		A/32/218/Add.1, para. 44
<p>(a) Participate fully in the formulation and implementation of development planning from the local to the national levels;</p>	<p><u>Subparagraph (b)</u> <u>New Zealand</u></p> <p>After the word "services", insert the words "of an equal standard to those available to men".</p>		A/32/218/Annex I
<p>(b) Receive adequate medical and health facilities, including family planning advice and services, as well as personal rights to social security on an equal footing with men;</p>	<p><u>Subparagraph (c)</u> <u>Kenya</u></p> <p>After the words "extension services" add the words "to improve, <u>inter alia</u>, the technical efficiency in their work performance".</p>		A/C.3/32/WG.1/CRP.6/Add.2 5
<p>(c) Obtain all types of training and education, formal and non-formal, including functional literacy, as well as the benefit of all community and extension services;</p>			
<p>(d) Participate equally in all community activities including co-operatives;</p>			
<p>(e) Obtain equal access to credit and loans, marketing facilities, appropriate technologies and equal treatment in land and agrarian reform as well as in land resettlement schemes.</p>		<p><u>New Paragraph 2</u> <u>Kenya</u></p> <p>Rename the introductory paragraph - "Paragraph 1."</p> <p>Add a new paragraph 2: "State Parties shall undertake all measures necessary to improve living conditions of rural women, particularly in fields of housing, water supply, health services, transport and communications."</p>	A/C.3/32/WG.1/CRP.6/Add.2