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UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Draft Convention on the Elimination of Discrimination
against Women

Denmark and the Netherlands

Revised structure to chapter III: economic and
social rights

Article 10 - EDUCATION

As adopted

Article 11 - EMPLOYMENT

1. Each State Party shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure on a basis of equality of men and women the same rights, in particular:

As adopted, with "employment" in place of "economic and social life"

(a) The right to work as an inalienable right of all human beings;

As adopted

(b) The right to the same employment opportunities, including the application of the same criteria used for selection in matters of employment;

As adopted

(c) The right to free choice of profession and employment, to promotion and job security and all benefits and conditions of service, to receive vocational training and retraining, including apprenticeship, advanced vocational training and retraining and recurrent training;

As adopted

- (d) The right to equal remuneration, including benefits and equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work; As adopted
- (e) The right to social security, particularly in the case of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave; As adopted
- (f) The right to protection of health and safety in the working environments, including safeguarding the function of reproduction. Drawn from articles 13 (2) and (4)
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 appropriate measures: As adopted
- (a) To prohibit, subject to the imposition of sanctions, dismissal on grounds of pregnancy or maternity leave. As adopted
- (b) To introduce paid leave or leave with comparable social benefits for maternity without loss of the job held, seniority or social allowances; As adopted
- (c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities; As adopted
- (d) To extend special protection to women during pregnancy for types of work proved to be harmful to them. Drawn from article 13 (4) in the draft convention
3. Protective legislation should be reviewed periodically in the light of scientific and technological knowledge and should be revised, repeated or extended as necessary. Drawn from article 13 (3) in the draft convention

Article 12

Each State Party shall take all appropriate measures to eliminate discrimination against women in the field of economic and social life in order to ensure on a basis of equality of men and women the same rights, in particular:

Adopted as chapeau to former article 11.1

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| (a) The right to family benefits: | Adopted as former article 11.1 (f) |
| (b) The right to bank loans, mortgages and other forms of financial credit: | As adopted under former article 11.1 |
| (c) The right to participate in recreational activities, sports and in all aspects of cultural life. | As adopted under former article 11.1 |

Article 13* - HEALTH

1. Each State Party shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure on a basis of equality of men and women access to and treatment by medical services, including family planning advice and services.

New paragraph

2. Notwithstanding the provisions of paragraph 1 above, each State Party shall ensure to women easy access to health care services in connexion with pregnancy, confinement and the post-natal period, granting free services where necessary.

Drawn from article 11 (2) (c) in the draft convention

Article 14

Former article 12 in the draft convention

* Having been incorporated into article 11 of this revised structure, previous article 13 should be deleted from draft convention.