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WORKING GROUP ON A NEW INSTRUMENT
OR INSTRUMENTS OF INTERNATIONAL
LAW TO ELIMINATE DISCRIMINATION
AGAINST WOMEN
Item 1 of the Agenda

DRAFT CONVENTION ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN

United States of America: amendments to articles 13 and
14 of the Working Paper of the Philippines and the USSR
(E/CN.6/AC.1/L.4/Add.2)

Article 13

States parties undertake progressively to adopt all necessary measures to ensure protection for women workers, and in particular:

- (a) To prohibit discrimination against working women because of pregnancy, childbirth or maternity;
- (b) To require that absence from work necessitated by complications of pregnancy and childbirth be treated for purposes of employment the same as any other temporary disability is treated under the law and in employer practices;
- (c) To encourage the granting of paid leave for parents of either sex for purposes of child care;
- (d) To prohibit the dismissal of women who are taking maternity leave and the dismissal of women because they are pregnant or are nursing a child;
- (e) To make provision for granting parents paid leave to care for sick children;
- (f) To encourage the granting of free medical care to women during pregnancy, confinement and the post-natal period;
- (g) Special assistance to parents with large families and to single parent families.

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Article 14

The States parties shall encourage measures to enable parents to combine fulfilment of family and parental obligations with activity in the labour force, in professions and in public life and shall for that purpose promote the establishment of child care facilities as needed as a co-operative effort of government, business and industry and other institutions and organizations in the private sector.
