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INTERNATIONAL INSTRUMENTS RELATING TO THE STATUS OF WOMEN

DRAFT CONVENTION ON THE ELIMINATION OF ALL FORMS  
OF DISCRIMINATION AGAINST WOMEN

Text of Articles adopted by the Commission at its twenty-sixth  
session under the section on Social and Economic Rights

Article 10

Each State Party agrees to take all appropriate measures to ensure women, married or unmarried, equal rights with men in the field of education, which education shall be directed to the full development of the human personality and the sense of its dignity, and shall strengthen the respect for human rights and fundamental freedoms. In particular, each State shall ensure

- (a) "Equal conditions for career guidance, access to studies and achievement of a diploma shall be ensured in educational establishments of all categories in rural as well as in urban areas. This equality is to be ensured in pre-schooling, general, technical, professional, higher, including higher technical education, as well as in all types of vocational training";
- (b) "Equal access to the same curricula, the same examinations, teaching staff with qualifications of the same standard, and school premises and equipment of the same quality, whether the institutions are co-educational or not";
- (c) "The speedy achievement of co-education which will also help to eliminate any stereotyped concept of masculine and feminine roles at all levels and in all forms of education";

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- (d) "Equal opportunities to benefit from scholarships and other study grants";
- (e) "Equal opportunity for access to programmes of continuing education, including adult and functional literacy programmes, particularly aimed at reducing at the earliest possible time the knowledge gap existing between men and women";
- (f) "Measures to reduce the school dropout rate among girls and the provision of programmes for young girls who have left school too early";
- (g) "Access to specific educational information to help in ensuring the health and well-being of families, this to include information and advice on family planning".

Article 11

1. 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
  - (a) The right to work as an inalienable right of all human beings;
  - (b) The right without discrimination on grounds of civil status or any other grounds to receive vocational training and re-training, to free choice of profession and employment, to promotion and job security;
  - (c) The right to equal remuneration with men for work of equal value and to the equality of treatment in respect of the evaluation of quality of work of equal value, as defined in the Conventions of International Labour Organisation on this subject;
  - (d) 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;
  - (e) The right to family benefits on equal terms for men and women;
  - (f) To ensure equal employment opportunities for women and to prevent discrimination in employment on the basis of sex;
2. In order to prevent discrimination against women on account of marriage or maternity and to ensure their effective right to work, States Parties shall undertake measures
  - (a) Prohibiting - subject to the imposition of penalties - dismissal on grounds of marriage, pregnancy or maternity leave;

(b) To progressively 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.

(c) To encourage the provision of the necessary supportive social services, including possibilities of childcare services and to grant women free medical services during pregnancy, confinement and the post-natal period.

Article 12

1. The States Parties shall encourage measures to enable parents to combine fulfilment of family 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.

2. That appropriate measures be taken including legislation to ensure the health and safety of all workers, male and female, in their conditions of employment.

3. Protection legislation applying to women should be reviewed in the light of scientific and technological knowledge, and should be revised, repealed or extended to all workers as necessary.

4. States Parties shall adopt measures to extend special protection to women for types of work proved to be harmful for them from the standpoint of their social function of reproduction and such measures shall be reviewed and brought up-to-date periodically in cases where such limitations are discriminatory, regard to free choice of employment of women and in the light of advances in scientific and technological knowledge.