



Convention on the Elimination
of all Forms of Discrimination
Against Women

Distr.
GENERAL

CEDAW/C/SR.87
2 April 1987

ORIGINAL: ENGLISH

COMMITTEE ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN

Sixth session

SUMMARY RECORD OF THE 87th MEETING

Held at the Vienna International Centre, Vienna,
on Tuesday, 31 March 1987, at 2.30 p.m.

Chairperson: Ms. BERNARD

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The meeting was called to order at 2.40 p.m.

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE
CONVENTION (continued)

Initial report of Greece (continued) (CEDAW/C/5/Add.28)

1. Ms. WADSTEIN said that the report submitted by Greece did not make clear the extent to which the principle of equal pay for equal work was implemented in practice in that country: figures seemed to be available for some sectors, but more data would be useful. She would also like to know whether job evaluation schemes were in widespread use in Greece. A further area of uncertainty was discrimination on the grounds of sex in the courts: had there been cases of such discrimination?
2. With regard to access to employment, it would be interesting to learn whether any jobs were still closed to women. She was pleased to note the measures adopted in Greece on pensions and retirement age as they affected women, and welcomed the fact that Greece had ratified the ILO Convention concerning parental leave and responsibilities.
3. A final query related to migrant workers: she wondered whether there were more migrant women workers than men and whether women returning to Greece found it more or less difficult to obtain employment.
4. Ms. ILIĆ said that the report testified to the Greek Government's commitment to improve the status of women. She wondered, however, to what extent that commitment extended to the status of women working in the private sector and would welcome information on any governmental efforts to reduce discrimination in such areas as social security.
5. In connection with article 14, she noted that, while the report referred to women farmers and women's co-operatives, there was no mention of the involvement of women in mixed co-operatives, which ought to be the longer-term aim. Nor was it made clear whether women had the right to own land, whether they were able to obtain mortgages and loans, and whether they could contract in their own names or only through their husbands.
6. Ms. CORTI wondered why the report of Greece made no reference to women in prison and asked whether any information was available on that important subject.
7. Ms. SALEMA wished to know what the position of the Greek Government was with regard to ILO Convention 89 concerning the prohibition of night work. The impact of the Convention in some countries had in fact been negative, partly owing to the effects of the introduction of new technology.
8. Concerning the administration of justice, she would be interested to learn whether the problem of producing evidence in cases involving discrimination in labour or family matters had been solved in Greece. She also wondered whether Greece's tax legislation had any discriminatory effect on women.
9. Ms. MONTENEGRO de FLETCHER wished to learn whether under Greek law an injustice caused by discrimination constituted a tort, and whether there was a tribunal in Greece to decide such cases.

(Ms. Montenegro de Fletcher)

10. She noted that in Greece illegitimate and legitimate children enjoyed the same rights. Was a single mother, however, legally protected if her relationship with her partner had lasted more than five years?

11. Ms. ANTONOPOULOU (Greece) thanked the members of the Committee for their comments. She would later answer their questions as candidly and comprehensively as she could.

12. Ms. Antonopoulou (Greece) withdrew.

Initial report of the Republic of Korea (CEDAW/C/5/Add.35)

13. At the invitation of the Chairperson, Ms. Yung-Chung Kim (Republic of Korea) took a place at the Committee table.

14. Ms. YUNG-CHUNG KIM (Republic of Korea), introducing her country's initial report, said that in preparing it special attention had been paid to the specific legal characteristics of Korean family law, which had been alleged to contain some discriminatory clauses. The introduction briefly mentioned the constitutional principles of the Republic of Korea, the institutional and legal framework for enhancing women's status on both the governmental and private levels, and some problems relating to family law.

15. Part I of the report dealt with such matters as women's status under the Constitution, national machinery for women's affairs, the Long-range Plan for Women's Development, the Guidelines for the Elimination of Discrimination against Women, and the legal effect of the Convention on Korean domestic law. The current Constitution, as amended in 1980, emphasized equal treatment and equal opportunities for all persons regardless of sex. The institutional machinery for ensuring equality between men and women consisted of the Korean Women's Development Institute (KWDI), founded in 1983 to deal more comprehensively and more systematically with women's issues at the national level, and the National Committee on Women's Policies, set up in 1983 under the Office of the Prime Minister as the co-ordinating body to review policies and develop strategies for the advancement of women in Korea.

16. Under article 5 of the Constitution, the Convention had the same effect as domestic laws, and did not require specific legislative measures.

17. Part II of the report provided specific information in relation to articles 2 to 16 of the Convention. One important issue which arose in that connection was that of Korean family law. Due to the patriarchal family system inherited from feudal society, the current family law contained some tradition-bound provisions which appeared to be contrary to the spirit of the Convention. The Government was keenly aware of that problem.

18. A revised version of the Family Law had been submitted to the National Assembly for its consideration. It would allow women to become heads of family and would eliminate sexual discrimination in property inheritance. Under the existing law, the eldest son became head of the family, regardless of age, on the death of his father, with privileges going to males in receiving inheritance.

(Ms. Yung-Chung Kim)

19. A draft equal employment law had been prepared in order to enhance the welfare of female employees while eliminating sources of discrimination against women. In addition, the Sixth Five-Year Socio-Economic Development Plan contained programmes intended to benefit employed women.

20. In conclusion, she emphasized that the Republic of Korea would continue to pursue a positive and consistent policy aimed at eliminating all forms of discrimination against women, and would continue to make every effort to fulfil its obligations under the Convention.

21. Ms. LAIOU-ANTONIOU said that the Republic of Korea was a society in which rapid industrialization had brought women into the labour market in large numbers, but mainly as unskilled workers. She hoped that efforts were being made to ensure their participation in the country's political life at the decision-making level.

22. Ms. WADSTEIN welcomed the proposed revision of the Korean Family Law, and hoped that the new version would eliminate the need to maintain the Republic of Korea's reservations on articles 9 and 16 of the Convention.

23. Ms. CARON agreed with the previous speaker, since to maintain the reservations in respect of those two articles would be incompatible with the objectives of the Convention and, in particular, the principle of the equality of all before the law.

24. Ms. AKAMATSU said that the first impression she had gained from reading the report was that too much reliance was being placed on the Constitution. However, she was pleased to note the Government's efforts to enhance the status of women under family law.

25. Ms. SINEGIORGIS said that while it was evident from the report that great departures were being made in Korea from the traditional forms of feudal Confucianism, much remained to be done to emancipate women. She too hoped that the Government would reconsider its position on articles 9 and 16.

26. Ms. ILIĆ said she realized that it was extremely difficult for a country emerging from feudalism to present statistics. She regretted, however, there were no data in the report that would enable the Committee to compare the present situation with the past, although she believed that there had been an improvement.

27. The report mentioned two documents that were important for an understanding of the Government's commitment to improve the situation of women: they were the Long-Range Plan for Women's Development and the Guidelines for the Elimination of Discrimination against Women. She would welcome further information from the Korean representative concerning that Plan and those Guidelines.

28. Ms. LAIOU-ANTONIOU said that in referring to article 2 of the Convention, the report mentioned constitutional principles, which admittedly were very important as a framework. However, special laws were needed to regulate equality in important sectors of life. The Constitution of the Republic of Korea, recognized equality between men and women; but, as was pointed out in paragraph 74 of the report "The patriarchal family system, handed down from the old feudalistic society, remains partially in effect in Korea. As a result, the current Family Law still contains some tradition-bound provisions of the family system ...". She considered that modification of that law was absolutely essential for the promotion of equality.

(Ms. Laiou-Antoniou)

29. With respect to article 3 of the Convention, she regretted that more information was not given on the Long-Range Plan for Women's Development, which was soon to be integrated into the national development programme. The basic principles of the Plan were "co-operation, harmony, humanization and comprehensiveness". Why had those orientations been chosen and to whom were they directed? Moreover, the Plan focused on three sectors: "utilizing the abilities of the female workforce, developing women's potential, and planning for the health of households". To feminist ears those principles did not sound right. In her view the Long-Range Plan should aim to restore to women rights of which they had been deprived for centuries and give them personal and social freedom, respect and dignity. Why should women be utilized? Was it because they were unskilled? By whom - State or employer - were they to be utilized? Even if many women were utilized under the Plan that would not mean that they had achieved real participation in the economic life of the country. Moreover, why should women necessarily plan for the health of households? Nevertheless, the introduction of the concept of equality in the national development plan was a step forward and an important element in the country's development.

30. There seemed to be a lack of decentralized institutional machinery and only a central women's organization existed in the Republic of Korea.

31. With reference to articles 5 and 6 of the Convention, she approved the provision of facilities for the vocational training of prostitutes. She would welcome further information on how the training scheme operated, how many women had participated, the skills they had chosen and whether the women had been followed up until they found jobs.

32. Under the heading of article 10 the report mentioned that only 30 per cent of the total number of high schools were co-educational. She wondered whether there were any plans to abolish separate schooling at that level.

33. Paragraphs 27 to 29 of the report indicated that the Constitution adopted a patriarchal attitude in calling for special protection for working women, who were treated in the same way as children. Articles 51, 56, 57, 58 and 59 of chapter 5 of the Labour Standards Act should be regarded, not as privileges for women, but rather as impediments to their free participation in the labour market. That chapter of the Labour Standards Act should in her view be revised.

34. Ms. AKAMATSU, referring to article 2 of the Convention, also found the protective provisions of the Labour Standards Act questionable. She wondered what were the prospects of their being revised.

35. Regarding article 3, she asked whether there were any measures to upgrade the capabilities of women.

36. In relation to article 4, she asked whether any measures were being taken to improve the status of women as a whole.

37. Concerning article 5 she asked what plans there were to change the awareness of men and society at large with respect to the principle of equality of opportunity and sexual equality.

(Ms. Akamatsu)

38. With respect to article 7 she asked whether there were any civil service occupations not open to women. The provisions protecting women and prohibiting them from working at night or overtime appeared to be obstacles to their working in the civil service or the army.

39. On article 8, she wished to know how many diplomatic activities were carried out by women.

40. On articles 9 and 16 she asked what were the prospects of overcoming objections to revision of the Family Law.

41. On article 10 she inquired whether any of the Korean universities or colleges were not open to women and whether the home economist curriculum had proved as controversial as it had in Japan.

42. In connection with article 11 she asked for more information concerning the legislation on equality in employment.

43. The CHAIRPERSON wished to know, in connection with article 2, whether the Criminal Code contained any provisions to protect women against rape, for example, and other sexual offences.

44. Ms. FORDE, referring to article 4, asked how the measures to enhance maternal and child health, mentioned in paragraph 33 of the report, would work in practice.

45. Paragraph 39 of the report mentioned the constitutional provision that Korean women were eligible for election to all public bodies. She would like to know how many women had been so elected. Paragraph 41 indicated that there had been an increase of 71.3 per cent in the number of women holding government positions. Could particulars be given of the positions involved? In connection with paragraph 47 of the report, she asked what was the distinction between organizations registered with the Government and those that were not.

46. Referring to article 10, she asked whether the necessary infrastructure and personnel were in place to give effect to the constitutional provision, mentioned in paragraph 51 of the report, that all citizens had the right to receive an equal education corresponding to their abilities.

47. She too would welcome some elaboration on the statement in paragraph 54 of the report that only 30 per cent of the total number of high schools were co-educational.

48. Ms. CORTI congratulated the Government of the Republic of Korea on its report and agreed on the need for withdrawal of its reservations to the Convention. The efforts to eliminate discrimination against women in Korea were still influenced by a patriarchal culture. She too would like further information on the Long-Range Plan for Women's Development and she asked whether it was the Government's aim to protect women at home or to promote a new type of woman in Korean society.

49. Article 51 of the Labour Standards Act was quoted as providing that "no female or minor under 18 years of age shall be authorized to engage in any work detrimental to morality or harmful to health". She would like to hear an explanation of the expression "detrimental to morality" as used in that context.

(Ms. Corti)

50. In connection with article 7, she inquired as to the aims of the women's organizations mentioned in paragraph 47 of the report. Her impression was that there was insufficient emphasis on the personal life of women. In what direction was the reform of the Family Law moving and what were women's rights under the current Law?
51. With reference to the measures to improve maternal and child health (paragraph 33 of the report), she wished to know who had established the MCH centres, how they were operated, whether they provided care free of charge and by what system of social security they were governed. Lastly, in connection with the general section of the report, she asked how many women ministers were on the National Committee on Women's Policies mentioned in paragraph 15.
52. Ms. MONTENEGRO de FLETCHER asked what had been achieved by the National Committee just mentioned, since it had often been found that such State machinery actually slowed down the development of women.
53. In connection with article 4 she inquired whether there was a charge for the use of crèche and kindergarten facilities and whether they were provided at the workplace or near women's homes.
54. In connection with article 5 she asked what was the nature of the teaching on the importance of family and maternity given in primary and middle school education, mentioned in paragraph 36 of the report.
55. In connection with article 6 she congratulated the Republic of Korea on the measures taken in that country to eliminate prostitution and encourage rehabilitation of prostitutes and she hoped that they would continue. Was prostitution kept under control and had any research been carried out on the problem?
56. Paragraph 59 of the report mentioned that there were over 5 million economically active women in the Republic of Korea but there seemed to be very few skilled women workers. She wished to know the kind of work on which women were engaged and how much they were paid.
57. She recognized that much progress had been made in the Republic of Korea in terms of legislation, but she felt that the Government should ensure the proper application of the legislation adopted.
58. Ms. WADSTEIN noted that the report before the Committee made no reference to the possibility of introducing special temporary measures aimed at accelerating de facto equality between men and women. She would like to know whether there were any plans to introduce such measures.
59. In connection with article 5 of the Convention, she asked what had been done in the Republic of Korea to eliminate traditional prejudices and practices based on the idea of the superiority of the male sex, whether sons were still preferred to daughters, and whether anything had been done to increase the contribution of men in household tasks so as to ease the double burden of working wives.
60. In connection with paragraph 20 of the report, she asked what were the "measures to seek a reasonable division of responsibilities between men and women", and what was regarded as reasonable. She would also welcome particulars of the

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(Ms. Wadstein)

"countermeasures against any possible barriers to women" mentioned in paragraph 21 of the report.

61. With reference to article 6, she shared the views expressed by other speakers on the question of rehabilitation of prostitutes, but she would also like to know whether the Government had taken or was planning to take action against the clients of sex tourism in the Republic of Korea.

62. Concerning article 11, she asked what were the unemployment rates for women as compared with men, and she wished to know, in connection with article 2, how article 62 of the Labour Standards Act was to be interpreted. Did employers have the right to dismiss employees without compensation?

63. On the question of the types of work banned to women, she said that the protective legislation seemed somewhat overprotective. Would the draft equal employment law remove those restrictions? She also wished to know whether there was an equal pay policy, what were the average earnings of women as compared with men, what were the normal daily working hours in employment and whether they were the subject of a law or a recommendation. She noted that the report was silent on the question of social security payments, pensions and unemployment benefits, and the retirement ages for women and men.

64. Lastly she would like to know how women and men combined family responsibilities with gainful occupation and whether the issue of sexual harassment at work had been raised in the Republic of Korea.

65. Ms. PILATAXI de ARENAS said that the Korean Government had made great strides in improving the status of women. The measures which had been taken could nevertheless be made more effective. First, it was necessary to be extremely conscientious in putting the principles of the Convention into effect. She saw evidence in her own country of the need for practical and carefully drafted legislation. However, she recognized the difficulty of abolishing traditional principles which had existed for thousands of years. The report tended to refer to women and children in the same breath. In her view a distinction should be drawn between the right to protection and the right to equality. Education was a matter that concerned all the participants. Merely providing for co-education was not enough. Moreover, education should impart the physical and moral values that were essential to the advancement of women. Article 59 of the Labour Standards Act required employers to allow one day's menstruation leave per month, which implied that menstruation was a form of sickness. As a teacher, she was aware of the need to avoid such biological fallacies when drawing up education programmes. Regarding equality between the sexes, there was clear evidence of progress, but measures taken with regard to prostitution gave rise to concern.

66. Prostitution could not be ended simply by making it a sub-culture. Instead, more social education was needed, and experiences from all nations were pertinent in that regard.

67. Ms. GONZALEZ MARTINEZ said that although the report contained much useful information on the progress made to eliminate discrimination between Korean men and women, it nevertheless gave rise to certain misgivings. The Republic of Korea had ratified the Convention, yet the report ignored one article of the Convention and mentioned reservations in respect of another.

(Ms. Gonzalez Martinez)

68. Paragraph 38 of the report referred to counselling centres to aid prostitutes and battered women, which seemed to put prostitution on the same level as violence against women. She believed that a distinction was necessary there, especially when the violence was perpetrated in the family environment.

69. She pointed out that the second and third sentences of paragraph 30 seemed to be in contradiction, while paragraph 71, which stated that women and men had the same legal capacity with respect to the administration of property, appeared to contradict paragraph 74, which described aspects of the patriarchal family system which were still partially in force in Korea. She would like to know whether adultery by men was permitted in that country.

70. Although there appeared to be heartening progress with regard to the position of women in employment, the increasing participation of women in the national economy, and especially in manufacturing industry, gave rise to concern. More information was needed on the real working conditions of women in industry and how they compared with the conditions enjoyed by men. A UNESCO report had mentioned that when women working in industry chose to marry, their enterprise could oblige them to resign.

71. Ms. ESCOBAR, referring to article 6 of the Convention, said that the Republic of Korea had made great progress in shedding the precepts of feudal Confucianism. However, she wished to know if, when the Government had enacted the Prostitution Prevention Act in 1961, it had also enacted legislation providing for sex education in schools. She would also be interested to learn whether the Korean Civil Code allowed a man to reject a woman if he discovered that she was not a virgin, whether there had been any recent prosecutions for the offence of pimping and whether there were particular places in the country where prostitution occurred, or whether it was omnipresent. To what did the phrase "women suffering from other such problems" in paragraph 38 of the report refer? Were there official arrangements for providing women with protection other than the centres mentioned in that paragraph?

72. Ms. EVATT said that she would like to learn the reason for the Korean reservation on article 9 of the Convention and the measures which had been taken to amend the laws on nationality. Referring to article 12, she said that was vital for women to control their own fertility. That implied a need for education and health services.

73. Under article 12 the report contained little information on sexual advisory services. Was there a high rate of abortion in Korea? What laws were in force in that regard? Was the birth-rate rising or falling? What were the infant mortality figures?

74. Referring to article 6 and to paragraphs 37 and 38 of the report, she said that the Nairobi Forward-Looking Strategies (General Assembly resolution 40/108) were particularly germane. They attacked the phenomenon of "sex tourism" which reduced women to mere sex objects. The section of the report relating to article 16 did not suggest a strong determination to put women in a position of equality with respect to marriage and family rights. She echoed other speakers in asking when changes would occur. What were the legal grounds for divorce? What were women's property rights in the case of divorce? What were the principles governing custody of children? What kind of cases went to court?

(Ms. Evatt)

75. She acknowledged the recent progress made in the Republic of Korea, however, and would like to know what progress was expected in the near future.

76. Ms. VELIZ DE VILLALVILLA said that most of the points she had wished to raise had already been made by other speakers. She was, however, particularly concerned about Korea's reservations on two articles of the Convention. It was disheartening to see that women's role in Korean political life was still a minor one and that women's presence in educational establishments decreased as the teaching level rose. The Republic of Korea appeared to be continuing to promote a traditional role for women in society, especially in the areas of reproduction and dependence on men. Attention had already been drawn to women's participation in industrial output; 39.5 per cent of the workforce was female, a relatively high figure for a developing country. However, government investment in exports of manufactures could have dangerous effects on working conditions for women. In her own region, she had seen how mass exploitation of women in industry could have a very negative impact. Wages were low, there were no trade union rights, and ILO standards on such matters as working hours were ignored. The absence of statistics in the Korean report was worrying. She would like to know, for example, what percentage of women worked in labour-intensive industries, and what kind of protection they received.

77. Ms. EL-TALLAWY applauded the efforts being made for the advancement of women in the Republic of Korea. The report referred to a number of different bodies which dealt with women's affairs. Since there appeared to be few links between these bodies, might their diversity not be detrimental to effectiveness? Was it an advantage or a disadvantage that the National Committee on Women's Policies was chaired by the Prime Minister?

78. Regarding women's place in industry, she observed that women seldom stood to gain from a major development effort such as Korea's. That country's annual GNP growth rate of 6 to 8 per cent testified to remarkable economic progress; Korean products had even invaded the USA market. What was women's role in that phenomenon? The report was not sufficiently realistic in that regard. Had it perhaps been drafted by a man? More information was needed on women's wage status, their part in decision-making and their position in the private sector. It would also be interesting to learn the percentage of women in the Korean Parliament.

79. The CHAIRPERSON thanked Ms. Yung-Chung Kim for her presentation of the report and noted that the Republic of Korea had made very commendable progress in the field of women's rights.

80. Ms. YUNG-CHUNG KIM (Republic of Korea) thanked the Committee for its comments, which had been most helpful.

81. Ms. Yung-Chung Kim (Republic of Korea) withdrew.

STATEMENT BY THE REPRESENTATIVE OF THE UNITED NATIONS COUNCIL FOR NAMIBIA

82. Ms. ADRIANA PULIDO (United Nations Council for Namibia), speaking at the invitation of the Chairperson, said that the socio-economic position of women in Namibia was characterized by the fact that under the apartheid system most able-bodied men were absent from their communities by virtue of being employed as cheap labour in the white-dominated economy. That situation caused social disintegration and additional burdens for their womenfolk who were confined to

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(Ms. Adriana Pulido)

their tribal homelands. The women had to spend much time and energy collecting water and fuel from sources which were often some distance from their homes. Their employment opportunities in the homelands were limited, and even in urban centres and areas of white settlement the major economic sectors offering unskilled or semi-skilled jobs were mining, construction and ranching, from which women were largely excluded. Most women wage-earners were employed in the homes of whites or of the emergent and predominantly government-employed black middle class.

83. The Government was a major employer of secretarial and clerical workers, most of whom were women; there were more than 10,500 female secretarial, clerical and shop-counter employees, as against 6,500 male. The packaging, freezing and processing factories of the fishing industry in Walvis Bay and Luderitz also employed a significant number of women on a seasonal and semi-permanent basis, as did the meat-processing factories, although there was an extremely rigid division of labour between men and women and the women were the first to be laid off when production slackened.

84. The majority of working women with basic education and training were in teaching and nursing, or government administration. In schools, they tended to be at the lower end of the hierarchy, unless they were in remote areas where male recruits were in short supply. They were also denied many fringe benefits enjoyed by male teachers. They had to re-apply for their posts every year, and only a very few were classified as permanent members of staff. Nursing was almost totally female-dominated, with over 4,000 women and perhaps 200 men.

85. Women aged between 30 and 50 had little if any formal educational background. Since the 1970s the South West Africa People's Organization (SWAPO) had been making considerable headway in organizing women at branch level throughout the country. It had launched a literacy campaign, and had developed a programme specifically to meet their needs. They were taught improved techniques for growing vegetables and different methods of preparing them; they were employed in the small-scale production of children's toys; and also in learning how to treat common illnesses. Their lack of access to adequate, suitable land, traditionally vested in male heads of households, was a critical constraint on food production, and might be partially solved by out-migration from the present homeland areas. Resettlement programmes were seen as providing opportunities for reuniting families split by the migrant labour system and as providing homes for returning exiles. New farm technology, and simple mechanized milling facilities, had the potential to enhance the role of women in agricultural development.

86. As far as the immediate expansion of employment opportunities for women was considered, four groups required priority attention: former domestic workers who had been rendered or would be rendered unemployed by the anticipated white exodus; women who moved from rural areas to be reunited with their husbands employed in urban centres; the currently landless and relatively poor rural-based female heads of households; and urban women who were currently subsisting on the fringes of the informal sector.

87. Former domestic workers, the urban unemployed and new urbanites could, with training, get jobs in construction, transport and communications, and in the newly established and expanded manufacturing industries. In the mining industry, employment opportunities would be largely limited to ancillary occupations such as small-scale manufacturing co-operative units or community services.

(Ms. Adriana Pulido)

88. Urban women, who were the most vulnerable, posed a particular problem. Resettlement in rural areas or employment in co-operatives was unlikely to be acceptable, and provision of urban employment should be sought as a priority.

89. It would be necessary to introduce a system of social security and a state insurance system offering financial support to all unmarried women and their children. It would also be vitally important to ensure that female heads of households were not discriminated against in access to family housing; positive discrimination in both cases would be an advantage.

90. Employment in Namibia did not, and could not, mean only wage employment, and for women, as well as men, serious attention needed to be given to productive self-employment or informal-sector employment. Education and training programmes would be needed to support such a policy. Adult literacy campaigns would be vitally important in increasing the educational opportunities of women.

91. At the level of national policies, a key goal would be to ensure that women were not left out of government. Their representation and participation had been increasing rapidly throughout the organizational framework of SWAPO, and it was essential to ensure that they were equipped to fill high-level posts and shoulder high-level responsibilities. They should also be encouraged to enter areas such as finance, industry, agriculture, health and education.

92. There were a number of recommendations for improving the position of women in Namibia. Education should emphasize the importance of their role and capabilities in society in general; their role and potential in food production should be recognized and opportunities provided for them to exploit the abilities they had already revealed; provision should be made to intensify their training at the non-formal and formal levels, including adult literacy and vocational training programmes; to enhance their contribution to development, stress should be placed on their mobilization through suitably designed extension and community services; appropriate technology should be introduced with the assistance of friendly countries to improve women's role in productive activities; they should be encouraged to form women's co-operatives in horticulture, poultry farming and pig-raising; and the Government should regularly review their role in decision-taking at all levels of the administrative hierarchy.

93. However, none of those recommendations could be fully implemented until the abhorrent system of apartheid and racial discrimination had been completely eradicated. All participants in the Committee's sixth session were invited to give full support to the struggle of the Namibian people for self-determination, freedom and national independence, and to expedite the implementation of the relevant United Nations resolutions on Namibia.

94. Ms. GONZALEZ MARTINEZ and Ms. LAIOU-ANTONIOU both welcomed the statement made by the Representative of the United Nations Council for Namibia, the former requesting distribution of copies of that statement in all the working languages and the latter drawing attention to what she described as the similar situation of Cypriot women in the Turkish-occupied part of Cyprus.

95. Ms. OESER, Ms. GONZALEZ MARTINEZ, Ms. CARON and Ms. EL-TALLAWY discussed whether the procedure of making general comments on reports and then asking questions article by article had been as effective as had been hoped and whether a greater effort should be made to group together questions relating to particular articles.

96. The CHAIRPERSON said that the new procedure had been fairly successful in that the business of the meeting had been completed with time to spare. She felt that the procedure should be followed a little longer before it was condemned.

The meeting rose at 5.30 p.m.