



**Convention on the Elimination
of All Forms of Discrimination
against Women**

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**Committee on the Elimination of Discrimination
against Women**

Fifty-eighth session

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Item 6 of the provisional agenda*

**Implementation of articles 21 and 22 of the Convention on the
Elimination of All Forms of Discrimination against Women**

**Reports by the specialized agencies on the implementation
of the Convention on the Elimination of All Forms of
Discrimination against Women in areas falling within the
scope of their activities**

Report by the International Labour Office

Summary

In accordance with article 22 of the Convention on the Elimination of All Forms of Discrimination against Women, the specialized agencies of the United Nations have been invited to submit to the Committee on the Elimination of Discrimination against Women, at its fifty-eighth session, reports on the implementation of the Convention in areas falling within the scope of their activities.

* CEDAW/C/58/1.



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I. Introduction

1. The provisions of article 11 of the Convention on the Elimination of All Forms of Discrimination against Women are dealt with in a number of International Labour Organization (ILO) Conventions. Of the 189 conventions adopted so far, the information in the present report relates principally to the following:

- Equal Remuneration Convention, 1951 (No. 100), which has been ratified by 171 member States;
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111), which has been ratified by 172 member States;
- Workers with Family Responsibilities Convention, 1981 (No. 156), which has been ratified by 43 member States.

2. Where applicable, reference is made to a number of other conventions that are relevant to the employment of women:

Forced labour

- Forced Labour Convention, 1930 (No. 29)
- Abolition of Forced Labour Convention, 1957 (No. 105)

Child labour

- Minimum Age Convention, 1973 (No. 138)
- Worst Forms of Child Labour Convention, 1999 (No. 182)

Freedom of association

- Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
- Right to Organize and Collective Bargaining Convention, 1949 (No. 98)

Employment policy

- Employment Policy Convention, 1964 (No. 122)
- Human Resources Development Convention, 1975 (No. 142)

Maternity protection

- Maternity Protection Convention, 1919 (No. 3)
- Maternity Protection Convention (Revised), 1952 (No. 103)
- Maternity Protection Convention, 2000 (No. 183)

Night work

- Night Work (Women) Convention (Revised), 1948 (No. 89)
- Night Work Convention, 1990 (No. 171)

Underground work

- Underground Work (Women) Convention, 1935 (No. 45)

Migrant workers

- Migration for Employment Convention (Revised), 1949 (No. 97)
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)

Indigenous and tribal peoples

- Indigenous and Tribal Peoples Convention, 1989 (No. 169)

Part-time work

- Part-Time Work Convention, 1994 (No. 175)

Home work

- Home Work Convention, 1996 (No. 177)

Domestic workers

- Domestic Workers Convention, 2011 (No. 189)

3. The application of ratified conventions is supervised by the ILO Committee of Experts on the Application of Conventions and Recommendations, a body of independent experts from around the world, which meets annually. The information submitted in section II of the present report consists of summaries of observations and direct requests made by the Committee. Observations are comments published in the annual report of the Committee of Experts — produced in English, French and Spanish — which are submitted to the Committee on the Application of Standards of the International Labour Conference. Direct requests (produced in English and French — and in the case of Spanish-speaking countries, also in Spanish) are not published in book form, but are made public. At a later date, they are published on the ILO database of supervisory activities, NORMLEX.

4. The information below sets out brief references to the much more detailed comments made by the ILO supervisory bodies. The relevant comments of the Committee of Experts referred to in section II can be found at www.ilo.org/dyn/normlex/en/.

5. It will be noted that the Committee of Experts in its own comments often includes references to the information submitted by Governments to the Committee on the Elimination of Discrimination against Women or to the other United Nations treaty bodies, as well as to reports issued by those bodies.

II. Indications concerning the situation of individual countries

Central African Republic

6. Among the relevant ILO conventions, the Central African Republic has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 3, 11, 29, 87, 98, 105, 122, 138, 142, 158, 169 and 182.

Comments made by the supervisory bodies of the International Labour Organization

7. The pending comments of the Committee of Experts relevant to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women relate to the items below.

Convention No. 3

8. In its direct request in 2013, the Committee noted the adoption by the Government of a new Labour Code in January 2009, observing that the provisions of the Act relating to maternity protection (sections 252-258) are in conformity with the requirements of the Convention. The Committee requested the Government to indicate whether the regulations in force under the previous Labour Code, such as those concerning the work of pregnant women, remained in force with amendments, where necessary.

9. Regarding health care, the Committee expressed its concern that according to the 2010 United Nations report monitoring the Millennium Development Goals, the maternal mortality ratio in the Central African Republic was among the highest in the world and only 53 per cent of births were attended by qualified health-care staff. The Committee referred to the aggravating factors mentioned in the report, including the low level of education of women; low levels of household income limiting access to health care during pregnancy, childbirth and the postnatal period; inadequate health-care infrastructure and equipment; and insufficient numbers of qualified and specialist health-care staff, with a serious imbalance to the disadvantage of the provinces.

10. The Committee noted that the challenges facing the country include achieving free health care in the medium term for women during childbirth and for complications arising out of pregnancy; and reinforcing the capacity of traditional midwives to detect and refer childbirth-related emergencies in a timely manner.

11. The Committee requested the Government to indicate the measures taken or contemplated to significantly reduce the maternal mortality ratio and provide information in its next report on progress made in this regard.

Convention No. 100

12. In its observation in 2013, recalling that sections 10 and 222 of Act No. 09.004 (the Labour Code) limit the right to equal wages to jobs involving “equal working conditions, skills and output”, the Committee requested the Government to take the steps necessary to ensure that these sections of the Labour Code were amended so as to provide explicitly for equal remuneration for men and women for work of equal value.

Convention No. 111

13. In its observation in 2013, the Committee noted that according to the report of the United Nations High Commissioner for Human Rights (A/HRC/24/59 and Corr.1), grave violations — including sexual violence against women and children — had been perpetrated by armed groups in the country since December 2012. The Committee noted the adoption, on 18 July 2013, of Act No. 13.001 issuing the Constitutional Transition Charter, which guarantees equal rights for men and women in all

spheres. It also noted that the Penal Code (Act No. 10.001 of 6 January 2010) provides that any person who commits discrimination towards natural or legal persons on the basis of their sex shall be liable to punishment. With respect to discrimination in employment and occupation, however, the Committee requested the Government to take the steps necessary to supplement the provisions of the Labour Code in order to clearly define and expressly prohibit any form of discrimination, on at least all the grounds set out in the Convention, at all stages of employment, including recruitment.

14. The Committee also requested the Government to take the steps necessary, in cooperation with workers' and employers' organizations, to implement the Gender Equality Policy of 2005, aimed at promoting and ensuring equal access for women and men to training and employment, particularly by combating stereotypes and prejudice regarding women's role in the family and society, and also at making women more aware of their rights and better able to defend them.

15. In its direct request in 2013, the Committee noted that the Government reiterated that sexual harassment is prohibited in the public service and that, as far as the private sector was concerned, particular attention would be given to combating this discriminatory practice through a decree implementing the Labour Code. The Committee also noted that Act No. 06.032 of 27 December 2006 concerning the protection of women against violence, albeit not specifically concerned with the workplace, contains provisions to the effect that any person who harasses a woman by abusing the authority conferred on him by his duties or position and issuing orders or threats or imposing constraints with a view to obtaining favours of a sexual nature, shall be liable to punishment. With respect to the private sector, the Committee requested that the Government take the steps necessary to supplement the legislation to ban sexual harassment in both its forms (*quid pro quo* and hostile work environment), and to take measures, in cooperation with the employers' and workers' organizations, to prevent sexual harassment both at national level (awareness-raising campaigns, assistance and advice to victims, etc.) and at enterprise level (internal rules, awareness-raising measures, etc.).

Convention No. 169

16. In its observation in 2013, the Committee noted the extremely worrying situation prevailing in the country since March 2013 (see Security Council resolution 2121 (2013), adopted on 10 October 2013, and resolution 2127 (2013), adopted on 5 December 2013). In the same way as the Security Council, the Committee expressed its particular concern at reports of the targeted violence against members of ethnic groups protected by the Convention and increasing tensions between communities and urged all stakeholders, and specifically the governmental authorities, to ensure full respect of the human rights of indigenous peoples, especially of children and women of the Aka and Mbororo ethnic groups.

Georgia

17. Among the relevant ILO conventions, Georgia has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 29, 87, 98, 105, 138, 142, and 182.

Comments made by the supervisory bodies of the International Labour Organization

18. The pending comments of the Committee of Experts relevant to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women relate to the items below.

Convention No. 100

19. In its observation in 2013, the Committee referred to the Government's emphasis on the equality provisions in the Constitution, the Labour Code and other legislation as well as to the Action Plan on Gender Equality for 2011-2013, noting that general non-discrimination and equality provisions, while important, would not normally be sufficient to give effect to the Convention. The Committee urged the Government to take concrete steps to give full legislative expression to the principle of equal remuneration for men and women for work of equal value, with a view to ensuring the full and effective implementation of the Convention.

20. In its direct request in 2013, the Committee noted from the statistics provided by the Government on the average monthly nominal wages of men and women that, overall, in the first quarter of 2013, women earned 62.3 per cent of men's wages, corresponding to a gender wage gap of 37.7 per cent in favour of men, which represented a slight decrease compared with 2012 but remained significant. The Committee also noted that in its annual report in 2012, the Public Defender underlined that gender segregation in the labour market still persisted in the country, as despite their qualifications and education, women predominated in non-commercial spheres where remuneration was rather low.

21. The Committee asked the Government to take measures aimed at identifying and addressing the underlying causes of wage inequalities and promoting women's access to a wider range of job opportunities at all levels, including top management positions and higher paying jobs. It also requested statistical data on men and women's monthly wages, according to economic sector, as well as data on the number of men and women employed in such sectors. Additionally the Committee requested that the Government take concrete steps to promote or develop the use of objective job evaluation, to provide information concerning training for those who undertake job evaluation, to take active steps in order to seek collaboration of workers' and employers' organizations, and to provide information on the measures taken.

Convention No. 111

22. In its direct request in 2013, the Committee noted that the Labour Code, which prohibits any kind of discrimination based on a number of grounds in employment relations (section 2(3)), did not explicitly cover discrimination at the recruitment or selection stage nor does it define discrimination. The Committee asked the Government to review and revise the Labour Code to clarify the existing non-discrimination provisions by including a specific definition and prohibition of direct and indirect discrimination at all stages of employment and occupation, including the recruitment and selection stages.

23. With respect to sexual harassment, the Committee noted that the Law on Gender Equality of 2010 prohibits "any type of unwanted verbal, nonverbal or physical act of

a sexual nature that is aimed at or induces impairment of a person's dignity or creates humiliating, hostile or abusive conditions for him/her" (section 6 (1) (b)). The Committee asked the Government to provide information on how, and by which authority, section 6 (1) (b) of the Law on Gender Equality is enforced, including information on sanctions and remedies provided, as well as on any cases of sexual harassment dealt with by the courts or any other competent authorities.

24. The Committee asked the Government to take steps to promote gender equality specifically in the field of employment and occupation, including by addressing stereotypes regarding women's professional aspirations, preferences and capabilities. Given the low economic activity and employment rates of women (respectively 57.4 per cent and 49.5 per cent in 2012, compared with 78.2 per cent and 65.6 per cent for men), the Committee asked the Government to take measures to address the legal and practical barriers to women's access to the broadest possible range of sectors and industries, as well as at all levels of responsibility. The Committee also requested the continued provision of information on the implementation of the Action Plan on Gender Equality and the results thereof, as well as on activities of the Gender Equality Council in the field of employment, including information on the recommendations resulting from the seminar on the topic "Gender aspects of the labour law".

25. Regarding protective measures, the Committee noted the Decree No. 147 of 3 May 2007 of the Labour and Employment Policy Department within the Ministry of Labour, Health and Social Affairs, containing a list of "hard, hazardous and dangerous jobs" for which pregnant or nursing women cannot be recruited (section 4(5) of the Labour Code). Noting that restrictions on the work that women were permitted to do should not extend to the recruitment and selection phase, and should only cover maternity protection, the Committee asked the Government to ensure that such limitations were not based on stereotyped perceptions regarding the capacity and the role of women in society. The Committee also asked the Government to ensure that in practice such provisions did not limit the access of women to employment in general and that information be provided on any developments in this regard.

Convention No. 122

26. In its direct request in 2013, the Committee noted the Government's indication that the Vocational Education and Training Strategy and Action Plan 2013-2020 included policies to meet the needs of particular categories of workers, such as women, young persons, older workers and workers with disabilities and requested information on the impact of the employment measures adopted in meeting the needs of particular categories of workers, such as women.

Convention No. 182

27. In its direct request in 2012, the Committee noted that in December 2011, 29 participants representing the Special Operations Department, the Patrol Police Department, the Police Academy and the Office of the Chief Prosecutor attended a training programme conducted by the International Organization for Migration on the trafficking in persons, including the monitoring of the sex industry. During the period 2009-2011, the Government had conducted several training courses for judges, prosecutors and police throughout Georgia with a specific focus on the laws dealing

with trafficking in persons. The Committee again requested the Government to take the necessary measures to ensure that child victims of commercial sexual exploitation were provided with programmes of rehabilitation and social integration, and to provide information in this regard, taking account of the special situation of girls.

India

28. Among the relevant ILO conventions, India has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 29, 45, 89, 105, 122, and 142.

Comments made by the supervisory bodies of the International Labour Organization

29. The pending comments of the Committee of Experts relevant to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women relate to the items below.

Convention No. 29

30. In its observation in 2012, the Committee noted the implementation by the Government of the Ujjawala federal scheme on the prevention of trafficking and commercial sexual exploitation. The Ministry of Women and Child Development has sanctioned 188 projects in 19 states under the scheme, allowing the establishment of 96 protective and rehabilitation homes with the capacity to accommodate 4,350 victims.

31. In its direct request in 2012, the Committee recalled its previous comments regarding a culturally practice known as “devadasi”, under which lower caste girls are dedicated to local “deities” or objects of worship and are sexually exploited by followers of the “deity” within the local community. The Government reported that, in the State of Karnataka, in order to reinforce the existing legislative provisions combating these practices, the Karnataka Devadasis (Prohibition of Dedication) Act, 1982, had been amended in 2010 to insert provisions empowering the District Magistrate or Executive Magistrate to issue prohibitory injunctions against offenders and giving the District Magistrate more powers. In the State of Maharashtra, the Devadasi Prohibition Act, 2005, and the Devadasi Prohibition Rules, 2008, have been adopted, equating the “devadasi” practice to trafficking under the Immoral Trafficking Prevention Act. The Government was asked to provide more information on the various measures taken to combat the “devadasi” system.

Convention No. 89

32. In its direct request in 2013, the Committee noted that the Government had still not adopted the necessary legislative changes to prohibit night work or variations in the duration of the night period to women workers during a period of at least 16 weeks before and after childbirth, regardless of any negotiated exemptions from the prohibition of night work. In its latest report, the Government referred to a revised draft text of the proposed amendment to section 66 of the Factories Act, 1948, which was in line with the above requirements as it incorporated the need to obtain the consent of women workers and the representative employers’ and workers’ organizations before allowing the employment of women during the night. It also

excluded any such permission to be granted to women during a period of 16 weeks before and after childbirth, of which at least 8 weeks should be before the expected childbirth. Noting that the Government had been reporting since 2008 that the necessary amendment was pending consideration in Parliament, the Committee expressed its hope that the proposed amendment to section 66 of the Factories Act, 1948, would be adopted in the very near future.

Convention No. 100

33. In its observation in 2013, the Committee reiterated its statement that provisions of the Constitution of India (article 39 (d)) and the Equal Remuneration Act 1976 (sections 2 (h) and 4) were more restrictive than the principle of equal remuneration for men and women for work of equal value. The Government continued to take the view that amending the Equal Remuneration Act was not necessary in the Indian context and that the legal provisions had to be read in conjunction with judicial interpretations. The Government referred in this respect to the Supreme Court decision in *Dharwad Distt PWD LWD Employees Association v. State of Karnataka (1990)*, defining the Equal Remuneration Act as legislation providing for “equality of pay for equal work between men and women”. The Committee nonetheless pointed out the essential role of the courts in interpreting equal remuneration provisions in accordance with the Convention, including recognizing the possibility in equal remuneration cases of comparing jobs of a different nature, involving different duties, skills and responsibilities with the view to determining if they are of equal value.

34. Regarding the Government’s reiteration that the Centre for Gender and Labour of the V. V. Giri National Labour Institute had been entrusted with undertaking research on the adequacy, effectiveness and implementation of the Equal Remuneration Act, the Committee noted that no further information had been provided with respect to the modalities and outcome of this research. The Committee asked the Government to ensure that the research undertaken by the Institute would cover situations in which men and women had done entirely different work with different skills, effort and responsibilities, but which were nevertheless of equal value, and to provide detailed information on the results which the Committee hoped would be available in due course.

35. In its direct request in 2013, the Committee noted the Government’s indication that the results so far obtained from the sixth round of occupational wages surveys showed that none of the establishments had violated the provisions of the Equal Remuneration Act, but that data were being compiled on the average daily earnings of men and women in the manufacturing, mining, plantations and service sectors. It noted that the Directorate General of Employment and Training was undertaking a vocational training programme to promote employment of women in industry and as semi-skilled, skilled and highly skilled workers by increasing their participation in skill training facilities.

36. Noting that the proposal to make “national floor level minimum wage” statutory had been approved by Cabinet and the related bill was under preparation, the Committee requested that the Government provide information on whether any steps have been taken, in the context of minimum wage reforms, to assess the extent to which minimum rates were free from gender bias, so as to ensure that work in

sectors with a high proportion of women was not being undervalued in comparison with sectors in which men are predominantly employed.

37. The Committee also noted the recommendation of the tripartite workshop on the Equal Remuneration Act, held in February 2012, to develop a technical tool to assist constituents towards the progressive implementation of the principle of equal remuneration for men and women for work of equal value, and to build their capacity to undertake objective job evaluation free from gender bias. Accordingly, it asked the Government to take more active steps, in cooperation with workers' and employers' organizations, to develop technical tools for objective job evaluation, recognizing the availability of ILO technical assistance to this end.

38. Concerning awareness-raising, the Committee noted that during the period 2012-2013, 19,100 women workers had participated in awareness-raising activities on the Equal Remuneration Act and other labour-related laws. During the same period, 157,262 women participated in the training programmes for informal economy workers organized by the Central Board for Workers' Education. As of November 2012, the Board had conducted 293 special training programmes for women workers, in which 11,887 women participated, on rights and responsibilities under labour legislation.

Convention No. 111

39. In its observation in 2013, the Committee once again noted that the labour force participation of women remained much lower than that of men and that in urban areas unemployment was much higher for young women than for men in the corresponding age group in both the unorganized and the private sectors. With respect to the results achieved under the eleventh Five-Year Plan of the concrete measures taken to promote equality of opportunity and treatment in employment and occupation in the public and private sectors, the Committee noted that the Government had provided only general information and indicated that providing decent quality jobs to the majority of women in the workforce remained a challenge. The Government anticipated that educational attainment would empower women to join the labour market at a slightly later age, be better qualified and to access quality employment in the organized sector.

40. The Government indicated that one of the priorities of the twelfth Five-Year Plan (2012-2017) is to provide opportunities for education and skills development to all sections of society irrespective of gender, while at the same time recognizing the need to give priority to women in the National Rural Livelihood Mission, launched by the Ministry of Rural Development in 2011, which aims at facilitating the creation of self-help groups of women at the national scale and enabling them to undertake a self-sustaining economic activity. The Committee requested that the Government provide information regarding the specific measures foreseen under the twelfth Five-Year Plan to promote and ensure equality of opportunity in employment and occupation between men and women across various sectors, as well as information on the impact of major employment generation programmes, including the National Rural Livelihood Mission, in enhancing equal employment opportunities for men and women.

41. In its direct request in 2013, the Committee noted with interest the adoption of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act No. 14 of 2013, covering women workers in the organized sector and

workplaces in the unorganized sector where fewer than 10 people are employed, including domestic workers. The Act defines and prohibits quid pro quo and hostile environment sexual harassment against women at any workplace, provides for a complaints procedure before internal or local complaints committees, imposes specific duties on the employer and imposes penalties on the employer for non-compliance. The Act further requires the relevant government authority to take measures to publicize the Act, monitor its implementation and collect data on the number of cases filed with and disposed of by the complaints committees.

42. The Committee requested that the Government clarify whether agricultural workers were covered by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act No. 14 of 2013 and to provide information on the practical application of the Act, including information on the measures taken to widely publicize and monitor its implementation, the number of sexual harassment cases filed with the internal and local complaints committees, and the outcomes thereof, including remedies provided and any penalties imposed on employers for non-compliance. Additionally, the Committee asked the Government to review the impact of section 14 of the Act, which authorizes the internal or local complaints committee to recommend action against a woman or any other person for lodging a malicious or false complaint, on the ability of women and other persons to file complaints of sexual harassment without fear of reprisals. Further, the Committee asked the Government, when the opportunity of the revision of the Act arises, to amend the Act to ensure that workers in workplaces in the unorganized sector with more than 10 employees, also were protected against sexual harassment at the workplace.

43. The Committee noted the statistics provided by the Government on the percentage of women participating in the Mahatma Gandhi National Rural Employment Guarantee Act, 2005, indicating that women's participation continued to increase up to 52 per cent in 2012-2013. The Committee asked for information supported by statistics as to what extent the Mahatma Gandhi National Rural Employment Guarantee Act, 2005 and other employment programmes led to employment of women, including those belonging to scheduled castes and scheduled tribes, in rural areas of the states and union territories. The Committee also observed that many of the trades and skills offered to women by the network of national and regional vocational training institutes, as well as institutes exclusively targeting vocational training requirements of women in the country, had a tendency to lead to jobs and occupations traditionally considered "suitable" for women. Accordingly, the Committee requested that the Government indicate the specific measures taken to ensure that the vocational training courses offered to women were free from considerations based on stereotypes or prejudices, to broaden the range of occupations from which women were able to choose, and to provide information, disaggregated by sex, on participation rates in the various vocational training courses offered by the national and regional vocational training institutes and industrial training institutes.

Convention No. 142

44. In its direct request in 2013, the Committee invited the Government to include up-to-date information on the results of the measures implemented to encourage women to develop and use their vocational skills, including through flagship programmes such as the Modular Employable Skills Scheme under the Skills

Development Initiative, the Standard Training Assessment and Reward scheme and the rural and urban livelihoods missions.

Lithuania

45. Among the relevant ILO conventions, Lithuania has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 29, 87, 98, 103, 105, 122, 138, 142, 156, 171, 182, and 183.

Comments made by the supervisory bodies of the International Labour Organization

46. The pending comments of the Committee of Experts relevant to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women relate to the items below.

Convention No. 100

47. In its observation in 2013, the Committee noted from Eurostat that the gender pay gap (average gross hourly earnings) continued to decrease, reaching 11.9 per cent in 2011, compared with 14.6 per cent in 2010 and 15.3 per cent in 2009. Nonetheless, in 2011, male workers' wages were higher than those of their female counterparts in most sectors, except for transportation and storage. The pay gap between men and women was particularly wide in financial and insurance activities (40.8 per cent), manufacturing (26.9 per cent) and information and communication (25.7 per cent). Pay differentials between men and women were higher in the private sector (16 per cent) than in the public sector (12.1 per cent).

48. The Committee noted the Government's indication that neither a branch collective agreement signed between the Lithuanian Journalists Union and the National Regional and Local Newspaper Publishers Association in 2007, nor a territorial collective agreement signed between the Association of Western Lithuanian Trade Unions of Constructors and Designers and the Western Lithuanian Construction and Design Group in 2012 contained clauses on the use of the methodology for the appraisal of jobs and job positions. The Committee asked the Government to provide information on any other measures adopted to promote the use of objective job evaluation methods that were free from gender bias, and the results achieved.

49. In its direct request in 2013, the Committee noted the Government's indication that a draft law on the remuneration of workers of state and municipal institutions was under consideration. The Committee repeated its request for the Government to provide information on the methodology used to classify and rank different jobs and positions based on several criteria, namely the complexity of work, responsibility, working conditions and workers' qualifications and performance, indicating how it is ensured that this classification does not result in an undervaluation of jobs traditionally held by women.

50. In reference to the Government's indication that two complaints concerning equal remuneration for men and women were received in 2010, none in 2011, and only one in 2012, the Committee commented that the absence or the low number of complaints did not necessarily indicate an absence of violations in practice. The

Committee therefore asked the Government to provide information on the concrete measures taken to strengthen the capacity of labour inspectors to identify and address unequal remuneration, as well as to promote public awareness of the legal provisions on equal remuneration, the procedures and remedies available, and to assist workers in such procedures.

Convention No. 111

51. In its direct request in 2013, the Committee noted the Government's indication that recommendations on the prevention of harassment and sexual harassment had been prepared under the National Programme on Equal Opportunities for Women and Men 2010-2014 and would be disseminated through the website of the Equal Opportunities Ombudsperson, as well as through seminars.

52. The Committee noted the adoption of the Interinstitutional Action Plan 2012-2014 on the Promotion of Non-Discrimination, which aims at promoting non-discrimination and equal opportunities through awareness-raising initiatives, measures to strengthen law enforcement and measures to foster tolerance and combat stereotypes regarding sex, among other criteria. The Committee also noted that 54 complaints concerning discrimination in employment and occupation on the grounds of sex and other criteria had been lodged with the Equal Opportunities Ombudsperson in 2011. The Government indicated further that an increase in the number of discriminatory job announcements on the Internet had been observed in 2011, especially with regard to gender (as well as age) requirements, including for cleaners, drivers, managers, administrators and security workers.

53. The Committee noted that, in the context of the National Programme on Equal Opportunities for Women and Men (2010-2014), capacity-building workshops had been held on gender equality and non-stereotypical vocational counselling targeted at employees of local labour exchange offices. The Committee reiterated its request for information on any measures taken, in the context of the public service reform process, to promote equality of opportunity and treatment of men and women and to address occupational gender segregation, as well as measures taken in the public sector more broadly.

Convention No. 156

54. In its direct request in 2011, the Committee noted the Government's indication that the measures combining family and work responsibilities, including 22 projects, had directly contributed to the integration of women into the labour market and the ensuring of equal opportunities for men and women. The Government indicated that childcare leave granted for persons raising a child under 3 years of age could be used both by women and men, however, it was mainly used by women, and the number of men using childcare leave was slowly increasing; men accounted for 4.56 per cent of persons who had used the childcare leave in 2008, 7.11 per cent in 2009, and 7.56 per cent for the first nine months of 2010. The Committee also noted the Government's indication that the benefit for the period until the child becomes 1 year of age accounted for 100 per cent of the compensatory pay of the beneficiary, but if the beneficiary received the benefit for two years, it was 70 per cent, and thereafter it was 40 per cent, thereby encouraging parents to come back to the labour market. The Committee asked the Government to continue to provide information on the practical application of the leave entitlements, including the statistical information

disaggregated by sex, on the number of beneficiaries of such entitlements. Noting the very low number of male beneficiaries of childcare leave, and recalling the importance of equitable sharing of family responsibilities between men and women, the Committee asked the Government to indicate the underlying causes of the low number of men taking childcare leave, and to take measures to promote the exercise of childcare leave particularly by men, as well as the results achieved by such measures.

55. Recalling its previous comments concerning section 179 (1) of the Labour Code, granting paternity leave only to married fathers starting from birth until the child reaches the age of 1 month, the Committee noted with interest the Government's indication that section 179 (1) had been amended in December 2007, so as to provide the right to paternity leave for both married and unmarried men. A one-month paternity leave was used by 12,304 men in 2008, and by 12,966 men in 2009.

56. The Committee noted the Government's indication that, under the strategy for the reorganization of the childcare system and the 2007-2012 action plan implementing the strategy, in 2010, 7.5 million Lithuanian litas were allocated for funding children's day centres, and 179 projects received funding; 5,400 children and approximately 2,700 family members received day-care centre services. It also noted the statistical information provided by the Government that 18.2 per cent of employed persons aged 15 to 64 raising their child under 15 years of age were using childcare services including nurseries, kindergartens, babysitters, longer hours at school and day-care centres. However, 9.4 per cent of persons who were caring for their children under 15 years of age, or for their sick, disabled or elderly family members aged 15 years or over who needed care, were not working or were working part time owing to the unaffordability of such services; the number of women who were not working or were working part-time owing to the unaffordability of childcare services was more than twice as high as the number of men who were not working or were working part-time. The Committee asked the Government to provide detailed information on the projects concerning childcare services and facilities and the results achieved by such projects, as well as detailed information on the number and nature of the availability of affordable childcare and family services and facilities. It also asked the Government to provide information on any measures taken to address the issues of the lack of affordable childcare services and facilities, as well as any progress made in this regard.

57. The Committee noted the Government's indication that the Third National Programme on Equal Opportunities for Women and Men for 2010-2014 covered addressing prevailing attitudes towards the unequal roles of women and men both at work and in society, and that projects had been implemented from 2010 to 2011 by the Equal Opportunities Ombudsman Services concerning combining work and family. The Government also indicated that under the National Programme on Equal Opportunities for Women and Men for 2006-2009, the Ministry of Social Security and Labour financed a series of seminars, the purpose of which was to change the stereotypical roles of men and women in economic activities. In 2008, the State Concept of Family Policy was approved, emphasizing equal collaboration, including equal responsibility for family life and the upbringing of children between men and women. The Government further stated that the concept of gender equality had been integrated into basic education and that the educational programme included the recognition of gender-related stereotypes.

58. The Committee noted the adoption of the law supplementing section 179 of the Labour Code in 2009, which requires employers to provide a female employee the right to return to the previous or equivalent position after maternity leave, and not less favourable conditions including pay. A number of projects and initiatives were implemented to promote the reconciliation of work and family responsibilities and the integration of workers with family responsibilities into the labour market. In particular, in 2008, the implementation of 19 projects was completed, aimed at the reduction of women's social seclusion, increasing their social integration and ensuring their equal opportunities in the labour market. The Committee asked the Government to continue to provide information on the projects and initiatives being implemented to promote the reconciliation of work and family responsibilities and how measures taken have enabled workers with family responsibilities to become and remain integrated in the labour force.

Mauritania

59. Among the relevant ILO conventions, Mauritania has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 3, 29, 87, 98, 103, 105, 122, 138, 142, 171, 182, and 183.

Comments made by the supervisory bodies of the International Labour Organization

60. The pending comments of the Committee of Experts relevant to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women relate to the items below.

Convention No. 3

61. In its observation in 2013, the Committee noted that in comments received on 29 August 2013, the Free Confederation of Mauritanian Workers had indicated that no texts to implement the new Labour Code (Act No. 2004-017 of 2004) had yet been issued, which had caused numerous difficulties, including an increase in the number of pregnant or nursing women exposed to more hazards and serious risks. According to the Confederation, the Government had no reliable and credible statistics on breaches of the maternity protection provision.

Convention No. 89

62. In its direct request in 2008 (repeated in 2013), the Committee noted that under sections 164-169 of the Labour Code of 2004, it remains generally prohibited to employ women for night work in factories, works, mines and quarries, worksites, workshops and any premises attached thereto, while exceptions may be granted only for work to preserve perishable material or with respect to women employed in health and welfare services. The Committee expressed its hope that the Government would give favourable consideration to the possibility of modernizing its legislation by ratifying either the 1990 Protocol to Convention No. 89 or the Night Work Convention, 1990 (No. 171), requesting that the Government keep the Office informed of any decision taken or envisaged in this regard.

Convention No. 100

63. In its observation in 2011 (repeated in 2013), the Committee noted that, in June 2009, the Conference Committee on the Application of Standards had urged the Government to amend the Labour Code and Act No. 93-09 of 18 January 1993 on public officials so as to give full expression to the principle of equal remuneration for men and women for work of equal value, in both the public and private sectors, and to take the measures necessary to reduce the wide remuneration gap between men and women.

64. In its previous observation, the Committee had taken note of the comments made in 2008 by the General Confederation of Workers of Mauritania, which had emphasized the marginalization still suffered by women in Mauritania, pointing out that their wages were on average 60 per cent lower than those of men. The Government stated that the revision of the Labour Code was ongoing and that the Committee's concerns would be taken into consideration during this process.

65. While noting the Government's commitments and its request for ILO technical assistance, the Committee urged the Government to amend the Labour Code and Act No. 93-09 of 18 January 1993 on public officials so as to ensure that both these pieces of legislation reflect the principle of equal remuneration for men and women for work of equal value, which is broader than "equal pay for equal work". The Committee also asked the Government whether the social partners envisaged revising clause 37 of the General Collective Labour Agreement of 13 February 1974, which was also limited to equal remuneration for equal work.

66. In its direct request in 2011 (repeated in 2013), the Committee recalled that clause 35 of the General Collective Labour Agreement envisaged the classification of workers' jobs into categories on the basis of work that they perform, without specifying the criteria used to make this classification. The Committee asked the Government to stipulate the criteria to assess jobs determined by the legislation and to provide information on the means of assessment used to classify jobs on the basis of the work involved. The Government was also asked to provide information on any appeals examined by the Classification Commission, under clause 36 of the general collective labour agreement.

67. The Committee asked the Government to provide information on the measures taken to enhance the capacity of labour inspectors to identify unequal wages and wage discrimination between women and men.

Convention No. 111

68. In its direct request in 2011 (repeated in 2013), the Committee noted that the Ministry for Social Affairs, Children and Family, in collaboration with the United Nations Development Programme, had published an in depth study on women's access to productive resources in December 2009. According to this study, in 2006, only 12.4 per cent of the active population, either working or having worked, were in paid employment, and 78.8 per cent of women were working without being paid. The study noted that there was occupational segregation, both horizontal and vertical, and that women found it difficult to have access to loans and land ownership. The Committee requested the Government to indicate the measures taken to promote equality between women and men with respect to access to

productive resources, including steps to overcome stereotypes and prejudices regarding women's capabilities and professional aspirations.

69. Referring more generally to women's access to employment, the Committee reiterated its previous comments in which it had urged the Government to take appropriate measures to promote women's access to a wider range of jobs, particularly those traditionally occupied by men, and requested information regarding these measures.

70. Referring to its previous comments on the preparation of a legal instrument prohibiting sexual harassment, the Committee had noted the Government's statement in its previous report to the effect that "sexual harassment is unknown in the customs and traditions of Mauritania". It had nevertheless noted that the 2007-2008 report of the National Committee on Human Rights had emphasized the proliferation of cases of sexual violence against women. Finally, the Committee had noted that the Government wished to receive technical assistance from the Office to prepare a legal instrument prohibiting sexual harassment in employment and occupation. The Committee requested the Government once again to:

(a) Take steps to draw up regulations prohibiting sexual harassment in employment and occupation, and take the steps necessary to obtain technical assistance from the Office in this regard;

(b) Provide information on any cases of harassment detected by the labour inspection services or reported to it, and on the follow-up to these cases;

(c) Take all necessary measures to promote women's access to justice, including measures to provide women with a better knowledge of their rights and of the legal procedures available to them.

Convention No. 138

71. In its observation in 2011 (repeated in 2012 and 2013), the Committee noted that, according to United Nations Children's Fund 2009 statistics, only 15 per cent of girls and 17 per cent of boys were in secondary school. Considering that compulsory schooling is one of the most effective means of combating child labour, the Committee requested the Government to renew its efforts to improve the working of the education system, particularly by increasing the secondary school attendance rate, especially among girls.

72. The Government has been requested to submit its reports on Conventions Nos. 3, 89, 100, 111 and 138, which are due for the review by the Committee of Experts at its session in November-December 2014.

Peru

73. Among the relevant ILO conventions, Peru has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 29, 87, 98, 105, 138, 156 and 182.

Comments made by the supervisory bodies of the International Labour Organization

74. The pending comments of the Committee of Experts relevant to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women relate to the items below.

Convention No. 29

75. In its observation in 2013, the Committee observed that, for a number of years, the Government had been taking steps to combat the various forms of forced labour that exist in Peru, including trafficking in persons and the exploitation of women in domestic service. The Government benefited from the integrated technical assistance of ILO. The Committee noted with interest the adoption, under Supreme Decree No. 04-2013-TR of 9 June 2013, of the second National Plan to Combat Forced Labour, which covers the period 2013-2017, and requested information on monitoring and assessment of the impact of the Plan.

76. In its direct request in 2013, the Committee noted that the bill to amend the Act on Women Domestic Workers, which aimed to strengthen the rights of these workers, was in the process of being adopted. In addition, the General Directorate of Fundamental Rights and Occupational Safety and Health, under the Ministry of Labour, considered it necessary to draw up an action plan for the domestic work sector to help improve working conditions, particularly by carrying out activities to ensure greater respect for labour legislation. This plan, which is being drafted with the trade union organizations in the sector, should be adopted in the near future; some of the actions planned have already been implemented. The Committee expressed its hope that the bill, as well as the action plan, would be adopted in the near future. The Government was also asked to indicate the specific measures taken to strengthen monitoring in this sector.

77. In addition, the Committee noted the Government's statement that the number of complaints lodged with the public prosecutor for trafficking in persons in 2012 concerned 754 victims, of which 626 were women, and that the majority were victims of trafficking for purposes of sexual exploitation.

Convention No. 100

78. In its observation in 2010, the Committee noted the comments submitted by workers' organizations referring to the significant wage gap between men and women and the participation of women in lower-paid sectors of the labour market.

79. With regard to the measures taken or envisaged to apply section 6 (f) of Act No. 28983 to implement the principle of equal remuneration, the Committee noted that the Government referred to the adoption of the "Building Peru" plan, which had benefited 93,722 women, the Pro-Youth programme and the "Revalue Peru" programme. Under the Revalue Peru programme, 19,221 persons have been provided with training, including 7,363 women. The Government added that women accounted for 34 per cent of the placements made by the National Employment Service. Furthermore, the Ministry for Women and Social Development has created the label "made by Peruvian women", in recognition of the quality products made by women entrepreneurs, giving their product a stronger market position. The Committee noted that according to a study by the Ministry of Labour, men earned more than women in all occupational groups except in the driver sector, where

nearly 100 per cent of the workers were men. The Government's report indicated that the programmes implemented had contributed to narrowing the wage gap between men and women and that the number of women receiving a wage lower than the national minimum wage had also fallen. The Committee requested the Government to continue providing information on the programmes and measures undertaken or envisaged, in particular those designed to improve the access of women to a wider range of jobs, especially high-level jobs, and the impact of such programmes and measures in ensuring equal remuneration for men and women and in decreasing the gender wage gap.

Convention No. 111

80. In its observation in 2012, the Committee noted that workers' organizations stated that according to a report by the labour inspectorate, most of the complaints filed by women in 2009 and resulting in workplace visits by the labour inspectorate had been obstructed by employers. The organizations further indicated that the labour inspectorate had not published in sufficient detail the results of measures to combat discrimination. The organizations also referred to complaints filed with the Ombudsman's office in connection with disciplinary investigations and the exclusion of pregnant women from the federal police and armed forces training institutes. They also objected that there were no policies on the prevention of sexual harassment and that it was unclear where sexual harassment complaints could be filed. The Committee requested the Government to provide its observations on these comments, with a particular emphasis on the following:

- (a) What measures were taken against employers who obstruct labour inspectors in their work;
- (b) Which authority had competence for addressing complaints of discrimination filed by public sector employees;
- (c) What specific measures had been adopted for the prevention of sexual harassment in the workplace;
- (d) Which authority had competence to address complaints of sexual harassment.

Convention No. 156

81. In its direct request in 2012, the Committee noted the information from the Government concerning the employment programmes that it had implemented, including Trabaja Perú, which benefited 505,039 heads of family, of which 335,339 were women. This programme interacted with another programme called Wawa Wasi so as to ensure care for workers' children who were between 6 and 47 months old.

82. The Committee noted the awareness-raising and dissemination activities adopted by the Government in relation to the need to reconcile work and family responsibilities, and also the dissemination activities of the programme for facilities for nursing mothers in public institutions. The Committee noted that the Directorate for Family Support had plans to conduct a survey of the national legislation that recognized the need to achieve a work-life balance. The Committee further noted that the strategy and objectives of the National Plan on Equal Opportunities between Women and Men 2006-2010 and the Agenda for Equality between Women and Men 2011-2015 included incorporating into education the concept of parental

responsibility being shared between fathers and mothers. Accordingly, an objective of the above-mentioned National Plan was that 50 per cent of educational centres should have promoted models of responsible paternity and maternity in 2010 and established incentives for sharing family responsibilities.

83. The Committee noted the information supplied by the Government to the effect that there were no legislative provisions ensuring that family responsibilities cannot constitute a basis for the dismissal of workers. The Committee requested the Government to state whether any complaints had been made regarding dismissal of workers on the basis of family responsibilities, and to take specific steps to ensure that workers were not dismissed on account of their family responsibilities.

84. The Government has been requested to submit its reports on Conventions Nos. 100 and 111, which are due for the review by the Committee of Experts at its November-December 2014 session.

Swaziland

85. Among the relevant ILO conventions, Swaziland has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 29, 45, 87, 89, 98, 105, 138, and 182.

Comments made by the supervisory bodies of the International Labour Organization

86. The pending comments of the Committee of Experts relevant to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women relate to the items below.

Convention No. 89

87. In its direct request in 2013, the Committee recalled its previous comments in which it had noted that the provisions of the Employment Act of 1980 concerning the duration of the night period and the exemption possibilities to the general prohibition against women's night work were not entirely consistent with the requirements of the Convention. The Government indicated that the process of the amendment of the Employment Act was still ongoing. The Committee requested the Government to review — in the ongoing revision process of the Employment Act — all restrictions concerning the employment of women during the night with due regard to the relevant provisions of Convention No. 171, and to keep the Office informed of any decision envisaged or taken with respect to the possible ratification of that instrument.

Convention No. 100

88. In its direct request in 2011, the Committee noted that the Employment Bill was still under consideration and recalled the Government's assurance that the concept of "work of equal value" would be taken into consideration when debating the Bill. With regard to the Human Resources Planning and Development Policy, the Committee noted from the Government's report that research has been conducted and that a draft policy was to be submitted to the Cabinet by the end of 2010. The Committee trusted that the Government would take the steps necessary to ensure

that the principle of equal remuneration for men and women for work of equal value was fully reflected in the Bill, and asked for information on the progress made in the adoption of the Bill. It further asked for information on the development of the Human Resources Planning and Development Policy, and on any policy promoting the principle of the Convention.

89. The Committee noted from the statistics provided by the Government that the gender pay gap (based on the average paid income) was particularly high in certain occupations such as “craft and related trades workers”, “elementary occupations”, “plant and machine operators and assemblers” and “service workers and shop and market sales workers”; and, in some industries, including health and social work; wholesale and retail trade; construction; and education. The Government indicated in its report that it was considering taking concrete measures to address occupational sex segregation in the context of the Citizens Empowerment Bill. The Committee asked the Government to provide detailed information on how the National Development Strategy, the Poverty Reduction Strategy and Action Programme and the Citizens Empowerment Bill, addressed the issues of the gender wage gap and occupational segregation, in particular how they addressed increasing women’s access to a wider range of jobs, including those traditionally held by men. The Committee further asked the Government to consider taking concrete steps to examine and analyse the underlying causes of the gender wage gap.

90. The Committee asked the Government to provide information on the specific measures taken or envisaged to ensure that criteria used for the determination of minimum wages in the private sector were free from gender bias, and that jobs predominantly undertaken by women were not being undervalued in comparison with those undertaken by men.

91. Recalling that a job evaluation exercise had been carried out in the public sector, the Committee asked the Government to indicate whether steps were being taken to promote and implement objective jobs evaluation in the private sector.

Convention No. 111

92. In its direct request in 2011, noting that the Employment Bill was still under review, the Committee asked the Government to take the opportunity of the revision of the Bill to include provisions expressly defining and prohibiting quid pro quo and hostile environment sexual harassment in employment and occupation and to provide information on any achievements in this regard.

93. The Committee noted the Government’s acknowledgement that there was a need to improve the existing policies with regard to the situation of women. From the information contained in the ILO Decent Work Country Programme of 2010-2014, the Committee noted the high unemployment rate among women (31.2 per cent), compared with that among men (25.7 per cent); the fact that only 31.9 per cent of women were employed (43.9 per cent of men); and the fact that 29.6 per cent of women were self-employed, compared with 16 per cent of men. The Committee noted from the Government’s report that some initiatives had been taken, including through the Smart Programme on Economic Empowerment and Development, the National Development Strategy and the Poverty Reduction Strategy and Action Plan, as well as measures to raise awareness of gender equality, including in education and training.

Convention No. 182

94. In its observation in 2013, the Committee noted the Government's information that the Sexual Offences and Domestic Violence Bill, which seeks to protect children against commercial sexual exploitation, would soon be promulgated into law. The Committee urged the Government to take immediate measures to ensure that the Bill would be passed without delay.

95. In its direct request in 2013, the Committee noted that, according to the International Trade Union Confederation report for the World Trade Organization General Council review of trade policies, in 2009, two brothels in central Swaziland were discovered where underage girls worked just to obtain food. The Committee requested that the Government provide information on the number and nature of infringements reported, investigations undertaken, prosecutions, convictions and penal sanctions applied.

96. The Government has been requested to submit its reports on Conventions Nos. 100 and 111, which are due for the review by the Committee of Experts at its November-December 2014 session.

Syrian Arab Republic

97. Among the relevant ILO conventions, the Syrian Arab Republic has ratified Conventions Nos. 100 and 111. It has also ratified Conventions Nos. 29, 45, 87, 89, 98, 105, 138, and 182.

Comments made by the supervisory bodies of the International Labour Organization

98. The pending comments of the Committee of Experts relevant to the provisions of the Convention on the Elimination of All Forms of Discrimination against Women relate to the items below.

Convention No. 98

99. In its observation in 2013, the Committee noted that sections 1 and 5 (1), (2) and (4)-(7) of Labour Law No. 17 excluded certain workers from its scope, including domestic servants. Recalling that these workers were covered by the Convention, the Committee requested the Government to indicate whether the rights enshrined in the Convention were provided to these workers by other legislation, and, if this was not the case, to take appropriate measures to ensure these rights.

Convention No. 100

100. In its observation in 2013, the Committee noted the deteriorating general human rights situation in the country and repeated its observations of 2012, 2011 and 2010 in which it had recognized that, without an inclusive, credible and genuine dialogue conducted in an environment without fear and intimidation, and without effective protection of human rights, the implementation of the Convention was seriously hindered, if not rendered impossible. It further noted the Labour Law (No. 17/2010), section 75 (a) of which provides that the employer shall apply the principle of "equal pay for work of equal value" to men and women. Section 75 (b) then defines "work of equal value" as "work that requires equal scientific

qualifications and professional skills, as attested by a work experience certificate”, which could unduly restrict the application of section 75 (a) since it does not appear to allow a comparison of jobs requiring different qualifications and skills, which are nevertheless of equal value. The Committee asked the Government to provide information on the practical application of section 75 of the new Labour Law and on the scope of comparison permitted under section 75, in particular whether it was possible to compare jobs of an entirely different nature. It once again urged the Government to provide information regarding concrete measures taken to determine the nature, extent and causes of inequalities in remuneration.

Convention No. 111

101. In its observation in 2010, with a specific reference to the general human rights situation and ongoing climate of violence in the country, the Committee noted the Government’s reference to a special order relating to women’s employment, which listed the tasks, industries and occupations in which women may be employed and those prohibited for women. The Committee noted that, pursuant to section 120 of the new Labour Law, “the Minister shall determine, by ministerial decision, such activities, instances and circumstances where women shall be allowed to perform night work, as well as harmful, immoral and other activities prohibited for women”. The Committee asked the Government to take steps to ensure that protective measures for women which exclude women from certain tasks, jobs or occupations, or limit their access thereto, were limited to maternity protection. It also asked the Government to take steps to amend section 139 of the Personal Status Act respecting child custody and limiting the right of female custodians to work.

102. The Committee further requested the Government to provide information on measures to address the obstacles to women’s access to the labour market and the persistent occupational gender segregation, including promoting women’s access to a wider range of occupations and increasing their chances of career advancement in both the public and private sectors; specific measures to address traditional views and stereotypical assumptions that may exist regarding women’s aspirations, preferences, capabilities and “suitability” for certain jobs; and statistics on the distribution of men and women in the different economic sectors, occupational categories and positions in order to have an appreciation of the progress made in applying the Convention. The Committee also asked the Government to provide specific information on measures taken to promote women’s access to a broader range of educational and vocational training courses, and on the extent to which women undertaking vocational training and attending university are able to find appropriate employment.

103. In its direct request in 2010, the Committee noted that the new Labour Law excluded from its scope certain groups of workers, including domestic workers. The Committee noted that further information was needed demonstrating the effective protection of these workers against discrimination in employment and occupation based on the grounds of the Convention and recalled the particular vulnerability of female migrant domestic workers to discrimination. The Committee requested the Government to indicate (a) how it ensured that the groups of workers excluded from the scope of the new Labour Law enjoyed protection against discrimination as required by the provisions of the Convention; (b) any measures taken to ensure that both national and foreign domestic workers duly benefitted in practice from

protection against discrimination with respect to all aspects of employment and occupation; and (c) the measures taken to ensure that non-Syrian female domestic workers, including pregnant women, were adequately protected against discrimination, particularly in respect of security of tenure of employment and conditions of work.

104. The Committee further requested the Government to indicate whether sections 2 (a) and 95 (a) of the Labour Law, general non-discrimination provisions, covered sexual harassment, including both quid pro quo and hostile environment harassment.

105. The Government has been requested to submit its reports on Conventions Nos. 98, 100 and 111, which are due for the review by the Committee of Experts at its November-December 2014 session.
