CONTENTS

Introduction		V
		1
Part One. A new principle in social security: Equal treatment for men and women		
1.	The notion of equal treatment: Progress at international level	7
	World-wide international organisations	7 12
	Organisation for Economic Co-operation and Development The European Communities	12 12
2.	The principle of equal treatment: Implementation at national level	17
	Equal treatment: Recognition of the principle	17
	The general principle	17
	Employment and social protection	19
	The specific nature of female employment	19
	What is meant by equal treatment in social security?	22
3.	Progress towards equal treatment in social security legislation	25
	Progress in social protection	25
	The institution of protection	25
	Extension of coverage	26
	Removal of provisions which discriminate against women	30
	Personal rights of women workers	30
	Rights of family members	32
4.	Further changes needed	37
	The extent of social coverage for women	37
	Qualifying conditions	38
	Manifestly discriminatory provisions	39

Women and social security

Differences in treatment presented as favourable to women	45
Indirect discrimination	47
Difficulties in applying the principle of equal treatment	49
Definition of occupational activity	49
An unfavourable socio-economic situation	51
Part Two. The continuing need for specific protection for women	53
5. From maternity protection to the protection of workers with family responsibilities	57
Maternity protection as such	57
ILO standards	58
Benefits in kind and maternity grants	59
Maternity leave	60
Safeguarding jobs during maternity leave	64
The development of maternity protection and the setting of inter-	
national standards	65
Protection of workers with family responsibilities	66
International standards	67
Action at national level	70
6. From the development of derived rights to the creation of personal rights for women	79
Personal rights and derived rights: The debate	79
The improvement of derived rights	81
Coverage still incomplete	81
Limited improvements in benefits, with maintenance of strict qualifying conditions	86
The development of personal rights for women	88
Free entitlements financed by the community	88
Paid entitlements financed by the women or the households concerned	93
7. Women in precarious situations and in poverty	97
A priority: Action in favour of women with family responsibilities who are in danger of poverty	97
Benefits for the neediest families	98
A new problem for social protection: The one-parent family	101
Vocational training policies and employment opportunities	104
Further action in favour of older women	106
Conclusion	109
Selected bibliography	111