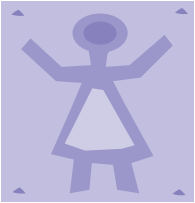

Appendix 3: Reservations, Understandings, and Declarations

1. Reservations

Private Conduct

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CEDAW: Treaty for the Rights of Women

“The Constitution and laws of the United States establish extensive protections against discrimination reaching all forms of governmental activity as well as significant areas of non-governmental activity. However individual privacy and freedom from governmental interference in private conduct are also recognized as among the fundamental values of our free and democratic society.

The United States understands that by its terms the Convention requires broad regulation of private conduct, in particular under Articles 2, 3, and 5. The United States does not accept any obligation under the Convention to enact legislation or to take any other action with respect to private conduct except as mandated by the Constitution of and law of the United States.”

Combat Assignments

“Under current U.S. law and practice women are permitted to volunteer for military service without restriction and women in fact serve in all U.S. armed services, including in combat positions. However the United States does not accept an obligation under the Convention to assign women to all military units and positions which may require engagement in direct combat.”

Comparable Worth

“U.S. law provides strong protections against gender discrimination in the area of remuneration, including the right to equal pay for equal work in jobs that are substantially similar. However, the United States does not accept any obligation under this Convention to enact legislation establishing the doctrine of comparable worth as that term is understood in U.S. practice.”

Paid Maternity Leave

“Current U.S. law contains substantial provisions for maternity leave in many employment situations but does not require paid maternity leave. Therefore the United States does not accept an obligation under Article 11(2)(b) to introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority, or social allowances.”

2. Understandings

Federal State Implementations

“The United States understands that this Convention shall be implemented by the Federal Government to the extent that it exercises jurisdiction over the matters

covered therein and otherwise by the state and local governments. To the extent that state and local governments exercise jurisdiction over such matters, the Federal Government shall as necessary take appropriate measures to ensure the fulfillment of this Convention.”

Freedom of Speech, Expression and Association

“The Constitution and laws of the United States contain extensive protections of individual freedom of speech, expression and association, Accordingly the United States does not accept any obligation under this Convention, in particular under Articles 5, 7,8 and 13, to restrict those rights, through the adoption of legislation or any other measures, to the extent that they are protected by the Constitution and laws of the United States.”



Free Health Care Services

“The United States understands that Article 12 permits States Parties to determine which health care services are appropriate in connection with family planning, pregnancy, confinement and the post-natal period, as well as when the provision of free services is necessary and does not mandate the provision of particular services on a cost-free basis.”

3. Declarations

Non Self Executing

“The United States declares that, for purposes of its domestic law, the provisions of the Convention are non self executing.”

Dispute Settlement

“With reference to Article 29(2), the United States declares that it does not consider itself bound by the provisions of Article 29(1). The specific consent of the United States to the jurisdiction of the International Court of Justice concerning disputes over the interpretation or application of this Convention is required on a case-by-case basis.”