

(c) Steps should also be taken to promote women's equitable and increased participation in industry by enabling them to have equal access to and to participate in adult education and in-service programmes that teach not only literacy but also saleable income-generating skills, and by encouraging women to participate in collective organizations, including trade unions;

(d) Industrial co-operation among developing countries should be promoted by creating subregional industries;

(e) International organizations and developed countries should assist developing countries in their industrialization effort and the integration of women in that process.

Paragraph 190

Governments should ensure that, at all levels of the planning process, women participate both directly in decision-making and indirectly through effective consultation with the potential beneficiaries of programmes and projects. To this end, resources should be allocated to prepare women, through training, vocational guidance and career counselling and through increased incentives and other support measures, for increased participation in policy-making and decision-making roles and to integrate them by means of special measures at all levels.

Paragraph 191

Women should be viewed as users and agents of change in science and technology, and their technological and managerial skills should be enhanced in order to increase national self-reliance in industrial production and to promote innovations in productive design, product adaptation and production techniques. At the same time, industrial technologies should be applied appropriately to the needs and situations of women so as to free them from time- and energy-consuming tasks.

Paragraph 192

The introduction of advanced technologies in industry in particular, must allow women to enter into sectors from which they have been so far excluded.

Paragraph 193

Governments should direct their efforts to expanding women's employment opportunities in the modern, traditional and self-employed sectors of both the rural and urban economy and to avoiding the exploitation of female labour. Efforts to improve the absolute and relative levels of women's earnings and working conditions should be directed simultaneously to all three sectors.

Paragraph 194

In accordance with accepted international labour standards, particularly, though not exclusively, in the field of female employment, appropriate legislation should be adopted and fully implemented at the national level. Specific consideration should be given to the removal of discriminatory practices concerning employment conditions, health and safety, and to guaranteeing provisions for pregnant women and maternity benefits and child care. Social security benefits, including unemployment benefits, should be guaranteed to women on an equal footing with men. Recruitment of female workers in existing or new capital-intensive, high-productivity sectors should be encouraged.