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agreements and institutional arrangements that have proved effective in implementing the policy of equality. A series of studies will be undertaken to analyse labour market trends and their impact on women's employment. Particular attention will be given to the effect of technological changes on women's employment opportunities and skill requirements; the relationship of women's increasing economic activity to the growth of sectors of the economy in which jobs traditionally held by women predominate and to the growth of temporary and part-time forms of employment; the interaction between demographic factors and women's economic role and status; and the identification of specific measures and their means of implementation to break down occupational segregation in the labour market. Concerning rural women, emphasis will be given to ways in which self-employment can be promoted; the situation of women home-based workers and their organization to improve working conditions; the link between access to productive resources and household food security; and access to improved technologies. National, subregional and regional seminars will be held on measures to combat discrimination in employment, with general attention to promoting women's equality in labour matters and in overall economic development.

A synopsis of the findings of these studies and seminars will be submitted to Governments and employers' and workers' organizations by 1995, together with recommendations for national policy and action. The findings and recommendations will also be made available to all appropriate organizations of the United Nations system so that they can be taken into consideration in the design and implementation of technical co-operation projects and advisory services.

The organizations primarily responsible for implementing this subprogramme are ILO, United Nations (ESCAP, ECA, ESCWA) and UNIFEM.

Subprogramme 2.2 Vocational training and training on
women and development

Intergovernmental objectives

(i) To establish vocational training and training on women and development as a subject of study in formal and informal education and training courses around the world;

(ii) To provide women, especially girls and young women, with equal access to vocational training in all occupations in order to expand their opportunities for employment in occupations that are non-traditional or new to women and that are important to development;

(iii) To diversify women's vocational education and training, emphasizing the need for increased participation of women in scientific and technical fields;

(iv) To implement a fully integrated system of training that is directly linked to employment needs and pertinent to future employment and development trends;