

Subprogramme 2.1 Overall trends and policies in women's employment

Intergovernmental objectives

(i) To change social attitudes towards women and improve understanding of the fundamental relationship between equal employment for men and women and the achievement of economic and social development goals;

(ii) To integrate women into all economic activities by breaking down occupational barriers and implementing special measures;

(iii) To institute policies and programmes to enable women to obtain jobs involving more skills and responsibility, including those at the managerial level, in all sectors of the economy;

(iv) To eliminate exploitative practices in employment based on sex and to redress the disproportionate effects of unemployment trends on women.

United Nations system objectives

(i) To complete by 1993 a comprehensive evaluation of the impact of international instruments on women's employment, including their access to employment and their working conditions, and an in-depth analysis of labour market trends and their impact on women's employment, with particular emphasis on labour market transformations caused by technological developments, and to publish the results and submit them, by 1995, to Governments, workers' and employers' organizations, and intergovernmental and non-governmental organizations for use in the formulation of national policy;

(ii) To elaborate measures to promote parental leave following the birth of a child and flexible working hours as a means of encouraging the sharing of parental and domestic responsibilities by men and women and to secure the consideration of these measures in appropriate intergovernmental forums and in formulating projects and plans;

(iii) To prepare an up-to-date appraisal of the impact of technological innovations, structural adjustments and changes in the labour market on employment opportunities for women in rural and urban areas.

Strategy

By the end of 1993, a study will have been prepared and distributed to Governments and workers' and employers' organizations on the impact of international instruments on women's access to employment, their working conditions, child care, parental leave and benefits under social security. The entry and re-entry of single parents into the labour force will be covered. Special consultations will be held with Governments, if necessary, in the preparation of a questionnaire for the study. A manual on equality of opportunity and treatment for men and women workers will also be produced. It will contain selected examples of national policy, statements, legislation, collective labour