

Paragraph 135

Measures based on legislation and trade union action should be taken to ensure equity in all jobs and avoid exploitative trends in part-time work, as well as the tendency towards the feminization of part-time, temporary and seasonal work.

Paragraph 136

Flexible working hours for all are strongly recommended as a measure for encouraging the sharing of parental and domestic responsibilities by women and men, provided that such measures are not used against the interests of employees. Re-entry programmes, complete with training and stipends, should be provided for women who have been out of the labour force for some time. Tax structures should be revised so that the tax liability on the combined earnings of married couples does not constitute a disincentive to women's employment.

Paragraph 137

Eliminating all forms of employment discrimination, inter alia through legislative measures, especially wage differentials between women and men carrying out work of equal value, is strongly recommended to all parties concerned. Additional programmes should help to overcome still existing disparities in wages between women and men. Differences in the legal conditions of work of women and men should also be eliminated, where there are disadvantages to women, and privileges should be accorded to male and female parents. Occupational desegregation of women and men should be promoted.

Paragraph 138

The public and private sectors should make concerted efforts to diversify and create new employment opportunities for women in the traditional, non-traditional and high productivity areas and sectors in both rural and urban areas through the design and implementation of incentive schemes for both employers and women employees and through widespread dissemination of information. Gender stereotyping in all areas should be avoided and the occupational prospects of women should be enhanced.

Paragraph 139

The working conditions of women should be improved in all formal and informal areas by the public and private sectors. Occupational health and safety and job security should be enhanced and protective measures against work-related health hazards effectively implemented for women and men. Appropriate measures should be taken to prevent sexual harassment on the job or sexual exploitation in specific jobs, such as domestic service. Appropriate measures for redress should be provided by Governments and legislative measures guaranteeing these rights should be enforced. In addition, Governments and the private sector should put in place mechanisms to identify and correct harmful working conditions.

Paragraph 140

National planning should give urgent consideration to the development and strengthening of social security and health schemes and maternity protection schemes in keeping with the principles laid down in the ILO maternity protection convention and maternity protection recommendation and other relevant ILO