



INTERNATIONAL LABOUR OFFICE

# **Resolution on Equal Opportunities and Equal Treatment for Men and Women in Employment**

**ADOPTED BY THE  
INTERNATIONAL LABOUR CONFERENCE  
AT ITS SEVENTY-FIRST SESSION**



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## **Resolution on equal opportunities and equal treatment for men and women in employment**

The General Conference of the International Labour Organisation,

Having taken note of the report on equal opportunities and equal treatment for men and women in employment,

Having discussed and evaluated the progress achieved and problems encountered with regard to the situation of women workers since the adoption by the International Labour Conference in 1975 of a Declaration on Equality of Opportunity and Treatment for Women Workers and a Resolution concerning a Plan of Action with a view to Promoting Equality of Opportunity and Treatment for Women Workers,

Having reviewed legislative policies and measures adopted by the governments towards the implementation of the above texts, keeping in mind different economic, social and political systems and situations in various countries,

Having taken stock of the ILO's policy and action in favour of women workers during the past ten years,

Having arrived at Conclusions thereon,

Having taken note of the need in accordance with United Nations resolutions to establish a new international economic and social order with a view to ensuring better conditions of employment, work and life for women, especially in developing countries, and the need to devote particular attention to the situation of women in countries subject to the practices of apartheid;

Reaffirms the validity of the Declaration and Plan of Action adopted in 1975;

Appeals to member States to give effect to the part of the following Conclusions relating to national action; and in particular to ratify and implement ILO Conventions and Recommendations relating to equality of opportunity and treatment for men and women workers;

Invites the Governing Body to request the Director-General:

- (1) to bring the following Conclusions to the attention of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace;
- (2) to give due consideration to these Conclusions in ILO action and activities.

### **Conclusions**

#### *Introduction*

(a) Undeniable progress has been registered since the adoption by the International Labour Conference of the Declaration on Equality of Opportunity and Treatment for Women Workers and the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers, and the launching of the United Nations Decade for Women. Women in increasing numbers have joined the labour force in both developing and industrialised countries. They have entered certain sectors and occupations hitherto the domain of men, and more women are now found in highly skilled, technical, managerial and decision-making positions.

(b) There is also a much greater awareness of both the contribution of women to the economy and society and the disadvantages and discrimination suffered by them, which must be eliminated.

(c) Nevertheless, the pace of progress is uneven and the Decade has also witnessed a deterioration of the situation of women in some respects. Despite some progress, the majority of women workers continues to be concentrated in a limited range of occupations; doing work requiring low skills or earning low remuneration.

(d) Despite the growing consciousness among women of their own circumstances, in many countries they are still held back by social and economic restraints which, if anything, have increased during the last few years of world-wide recession

and far-reaching changes in the organisation of production due to the introduction of new technologies.

(e) Rural women, who provide essential goods and services for their families, are severely affected by increasing poverty and deteriorating living standards.

(f) In many industrialised and developing countries, women are taking more than their share of the unemployment and of the severe economic recession which marred the later years of the Decade and which is eroding many of women's hard won gains.

(g) Political and social disturbances and natural disasters are driving growing numbers of people into refugee camps, whose population is often made up largely of women and children.

(h) Lasting peace is essential to economic progress and social justice and therefore to the full implementation of equality of opportunity and treatment for men and women workers in employment.

## I. NATIONAL ACTION

### *Equal access to employment and training*

1 In order to ensure the implementation of the principles laid down in the Declaration on Equality of Opportunity and Treatment for Women Workers (1975), and further to the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers (1975), measures should be intensified in order to promote and achieve equality of opportunity of women and men in employment and in society as a whole. Priorities for the attainment of these objectives include, as appropriate to national circumstances:

- (a) measures to promote the employment of women which should form an integral part of national policies and national development to achieve full, productive and freely chosen employment, which should be regarded as the means of ensuring in practice the realisation of the right to work as provided for in the Employment Policy Convention, 1964 (No. 122) and Recommendation, 1964 (No. 122) and the Employment Policy (Supplementary Provisions) Recommendation, 1984 (No. 169);
- (b) policies which should provide men and women with equal employment opportunities, irrespective of the rate of economic growth and conditions in the employment market, and benefit all workers without distinction based on sex, including on the grounds of marital status, age or family responsibilities;
- (c) further efforts by the social partners in working out and applying equal opportunity measures. The social partners should also support constructive measures to foster economic development in such a way that the situation of women will improve within a framework of general policies for achieving economic recovery and employment growth;
- (d) the equal right of men and women to work and, by the same token, to acquire a personal income on equal terms and conditions, regardless of the economic situation;
- (e) the promotion of individual skills and abilities of workers by making available appropriate education and training facilities relevant to national conditions, in order that more women will be amongst the most suitable individuals selected for jobs;
- (f) measures aimed at enabling women to contribute meaningfully, through the fullest and most effective utilisation of their aptitudes and skills, to the economic and social development of their countries, whether in the formal or informal sectors in both urban and rural areas;
- (g) policies aimed at achieving equality between men and women workers which should include the development and implementation of comprehensive programmes of positive action to end discrimination against women in employment and to counter the effects of past discrimination. These programmes should incorporate measures on education, training, vocational

- guidance, counselling and placement, equality legislation and the development of support services for workers with family responsibilities;
- (h) steps which should be taken in consultation with employers' and workers' organisations, as appropriate to national circumstances, to eliminate occupational segregation in labour markets—
- (i) by prohibiting direct and indirect discrimination based on sex in recruitment, training or promotion, and by taking positive action against both forms of discrimination in order to redress imbalance due to such discrimination;
  - (ii) by information and awareness campaigns designed to modify traditional concepts of stereotyped roles for men and women and to promote changes in attitudes towards the employment of women and by education and training programmes to overcome social bias which limits the range and level of occupations open to them;
  - (iii) by encouraging and facilitating the entry of women into all occupations, particularly in those sectors of working life where they are at present under-represented and in the sectors of the future, as well as their access to all levels of skill and responsibility, on an equal footing with men;
  - (iv) by ensuring special attention to and specific action for women in vocational guidance, counselling and placement services (for example by means of suitably qualified advisers in equal opportunity questions) in efforts to eliminate segregation in employment and to widen the occupational choices open to women;
- (i) ensuring equal access and opportunities in education at all levels and promoting the elimination of sexism and sex stereotyping;
  - (j) measures to promote equal access of men and women to employment and training which should be continuously monitored on a tripartite basis so that programmes can be progressively improved and made more effective;
  - (k) ensuring that women can benefit on an equal footing with men in the planning of general measures in the field of employment and training, including programmes of action against unemployment;
  - (l) specific measures to meet the special needs of unemployed women when devising general, regional and local programmes of action against unemployment;
  - (m) measures which should be taken to ensure that the same criteria are applied to all workers in case of redundancy or dismissal, without distinction based on sex, including on the grounds of marital status or age. Special protection against dismissal on the grounds of pregnancy and maternity leave should be applied;
  - (n) programmes which should, as appropriate, be devised and implemented in order to meet the needs of, and overcome the obstacles to equal access to employment encountered by women who wish to re-enter employment after a period of absence, or who belong to disadvantaged groups such as migrants, refugees, the disabled, minority groups, single parent families and long-term unemployed. Special programmes should also be devised for women who are compelled to make a living by prostitution by offering them work opportunities and if needed, social assistance;
  - (o) measures which should be taken, as appropriate to national circumstances, to ensure that rural women have equal access with men to land, education, technology, training and extension services, credit and other resources. For those engaged in income-generating occupations, measures should be aimed at making their employment more productive and remunerative. Help should be given to rural women to enable them to take advantage of new employment opportunities created by rural development and the introduction of new technologies;
  - (p) equal access by women to financial and other facilities available for the creation of business and for self-employment, particularly in the context of local initiatives to create employment, including those taken on a co-operative

basis which offer women worthwhile employment prospects and working conditions.

2 Further measures are required to promote equal opportunities for women and men in education and vocational training. Appropriate policy measures in this area may include the following:

- (a) steps which should be taken to implement rapidly the provisions of the Human Resources Development Convention and Recommendation, 1975 (No. 142 and No. 150), in particular Section VIII of the Recommendation, "Promotion of Equality of Women and Men in Training and Employment";
- (b) ensuring that the basis for equality at work is laid at the level of primary and secondary education;
- (c) national tripartite co-ordinating bodies for women's training and retraining which should be established, as appropriate to national conditions and circumstances, in order to ensure more effective planning and co-ordination of activities in this area and to develop and promote policies designed to widen women's access to training of all kinds and for the widest range of occupations.

Such bodies should:

- (i) keep themselves informed of changing occupational needs in the economy and make such information available to training institutions, to workers', employers' and women's organisations and to the public at large;
  - (ii) maintain inventories of training institutions and programmes, whether operated by governmental or non-governmental agencies, in order to inform women about such institutions and programmes and encourage them to seek training and retraining;
  - (iii) act as focal points for the exchange and dissemination of information on approaches used and experiences gained in integrating women into training programmes, both in their own and other countries;
- (d) adequate administrative and budgetary provision, with effective co-ordination and information services, for the education, training and retraining of women including those of disadvantaged groups;
  - (e) the modernisation, diversification and reorientation of existing women's training institutions and programmes to correspond to economic opportunities and the priorities established in development plans and programmes, with the promotion of co-education wherever possible;
  - (f) information should be collected and disseminated on-
    - (i) non-traditional occupations and newly emerging fields so as to diversify career choices for girls and women;
    - (ii) training and continuing education opportunities;
    - (iii) the level of advancement of women within various sectors of employment;
  - (g) training, recurrent training, education and information programmes which should be organised, particularly for women whose skills need upgrading and those who re-enter the labour force or wish to enter non-traditional occupations. In that context, new technologies and economic development should be given as much consideration as traditional employment, provided they offer women sufficient opportunities for adjusting to altered employment requirements resulting from technological change and the opportunity for employment;
  - (h) the identification of training needs of women in the informal, rural and urban sectors of developing countries. Training capacities should be developed with a view to reaching them, and training programmes devised with due regard to their levels of education and need to be able to continue to earn a living while undergoing training with due regard, as appropriate to national circumstances, to the need for provision of child care. Responsible people in mainstream institutions and programmes should be specially trained to serve these groups;
  - (i) in addition to the provision of occupational skills, the development by training institutions and programmes of decision-making abilities, and interest in occupational and career development and goal-setting;

- (j) realistic and effective action at grass-roots level which calls for the full participation, of local community leaders, comprising adequate representation of women, in the development of training schemes from the early stages of design through to implementation and evaluation. Active tripartite participation should be sought at all levels in order to take needs realistically into account and obtain support for the measures envisaged;
- (k) special programmes which should be implemented, where possible, with a view to responding to the needs of women belonging to marginalised groups, such as migrants, refugees, or minority-groups, and in order to overcome the obstacles in the way of these women due to lack of appropriate vocational training.

#### *Equality of remuneration*

3 It is essential to promote the full implementation of the principle of equal remuneration for work of equal value (Equal Remuneration Convention, 1951 (No. 100)) within the broader framework of equality of opportunity and treatment between men and women workers having regard to articles 7 (2), 7 (3) and 7 (4) of the 1975 Declaration. To achieve this goal:

- (a) where necessary national legislation or measures consistent with national law and practice should be introduced or broadened so as to ensure that all workers have the right to receive equal remuneration for work of equal value;
- (b) in addition, comprehensive implementation machinery should be created to ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value;
- (c) in accordance with national law and practice, investigation and complaint, machinery should be available for all workers who should have the opportunity of obtaining expert advice and support in presenting their case;
- (d) employers' and workers' organisations should strengthen their efforts to implement equal pay provisions and particularly to review existing wage determination practices in order to ensure that criteria for job classification and evaluation are free from sex bias, and to promote public awareness, understanding and acceptance of the principle of equal pay for work of equal value.

#### *Working conditions and environment*

4 Measures to improve working conditions and environment for all workers should be guided by the Conclusions concerning future action in the field of working conditions and environment adopted by the International Labour Conference in 1984, and in particular taking into consideration the provisions concerning hygiene, health and safety at work for women. Due attention should be paid:

- (i) in particular to those sectors and occupations employing large numbers of women;
- (ii) to the need to ensure proper application of relevant measures to all enterprises covered;
- (iii) to the desirability of extending the scope of such measures so that working conditions in sectors or enterprises hitherto excluded, such as export-processing and free trade zones, may be appropriately regulated;
- (iv) to the need for national legislation to ensure that part-time, temporary, seasonal and casual workers as well as home-based workers, contractual workers and domestic workers suffer no discrimination as regards terms and conditions of employment and that further segregation of the labour market does not result.

5 As regards protective legislation:

- (a) women and men should be protected from risks inherent in their employment and occupation in the light of advances in scientific and technological knowledge;

- (b) measures should be taken to review all protective legislation applying to women in the light of up-to-date scientific knowledge and technological changes and to revise, supplement, extend, retain, or repeal such legislation according to national circumstances, these measures being aimed at the improvement of the quality of life and at promoting equality in employment between men and women;
- (c) measures should be taken to extend special protection to women and men for types of work proved to be harmful for them, particularly from the stand-point of their social function of reproduction, and such measures should be reviewed and brought up to date periodically in the light of advances in scientific and technological knowledge;
- (d) studies and research should be undertaken into processes which might have a harmful effect on women and men from the standpoint of their social function of reproduction, and appropriate measures, based on that research, should be taken to provide such protection as may be necessary.

6 Sexual harassment at the workplace is detrimental to employees' working conditions and to employment and promotion prospects. Policies for the advancement of equality should therefore include measures to combat and prevent sexual harassment.

#### *Maternity protection*

7 Consistent with the recommendations of the Plan of Action with a View to Promoting Equality of Opportunity and Treatment for Women Workers adopted in 1975, measures should be taken:

- (a) in the light of scientific knowledge and technological advance, to provide an adequate standard of maternity protection and benefits ensuring that mothers are not disadvantaged in their occupational life, it being understood that the costs should be borne by social security or other public funds or by means of collective arrangements;
- (b) to ensure that all couples and individuals have access to the necessary information, education and means to exercise their basic right to decide freely and responsibly on the number and spacing of their children.

8 Priority consideration should be given, as appropriate to national circumstances, to the gradual extension of maternity protection to women in all sectors of activity and enterprises of all sizes, including women who are casual, temporary, part-time, sub-contract and home-based workers as well as self-employed and family workers; and to the strengthening of social security systems or other public or collective arrangements for the financing of maternity protection schemes.

#### *Workers with family responsibilities*

9 Member States should develop suitable arrangements to assist workers with family responsibilities by measures consistent with the provisions of the Workers with Family Responsibilities Convention, 1981 (No. 156) and Recommendation, 1981 (No. 165). All measures compatible with national conditions and possibilities should be taken to develop or promote child-care, family and other community services, public or private, to respond to the needs of workers with family responsibilities.

10 The burden of household and family responsibilities, which in most cases falls mainly on women, can be an obstacle to achieving equality of opportunity and treatment in employment. Supporting measures should be encouraged such as those designed to:

- (a) make it easier for workers to combine home and work responsibilities;
- (b) engender broader understanding of the principle of equality of opportunity and treatment for men and women workers and of the problems of workers with family responsibilities;
- (c) promote such education as will encourage the sharing of family responsibilities between men and women.

Therefore, all necessary steps should be taken to ratify the Workers with Family Responsibilities Convention, 1981 (no. 156), and to implement its provisions as well as those of the accompanying Recommendation (No. 165) with respect to the formulation of a national policy in this regard and to the measures required concerning the employment and training of workers concerned, including their terms and conditions of employment, the provision of childcare and family services and facilities, social security and help in the exercise of family responsibilities.

#### *Social security*

11 In cases where women receive unequal social security benefits, specific measures to remedy this situation without adversely affecting existing rights may, as appropriate to national conditions and practice, include:

- (a) provision of adequate resources with a view to providing social security coverage appropriate to the needs of women workers;
- (b) development of social security systems in such a way as to ensure equal treatment for men and women by prohibiting direct or indirect discrimination regardless of marital or family status; such systems should be monitored on a tripartite basis, as appropriate, at regular intervals in this respect;
- (c) consideration being given to the gradual extension of social security coverage to workers hitherto not covered or only partly covered, including rural workers both male and female, and regardless of whether they are employed, self-employed or family workers.

#### *Participation*

12 In order to ensure that women's rights and needs are taken into account:

- (a) every effort should be made to ensure full participation of women in decision-making processes at all levels;
- (b) measures should be taken to remove obstacles to freedom of association and the exercise of trade union rights by men and women workers in accordance with the following Convention, 1948 (No. 87), Right to Organise and Collective Bargaining Convention, 1949 (No. 98), Rural Workers' Organisations Convention, 1975 (No. 141);
- (c) every effort by the organisations concerned should be made to increase the number of women members and officers of trade unions and co-operatives and, through education, to make these organisations more aware of the specific problems met by women workers in achieving equality of opportunity and treatment and the measures needed to overcome them;
- (d) positive action should be taken by governments, employers' and workers' organisations to ensure that women have access to all positions and participate fully with men in social, economic and political life, as well as in public institutions and bodies, including at the national and international levels;
- (e) workers' and employers' organisations, and where appropriate women's organisations and government institutions specialising in issues of concern to women, should be consulted on issues which particularly affect women, at the decision-making and implementation stages.

#### *Administrative arrangements to promote equality of opportunity and treatment*

13 Measures should be taken, as appropriate to national circumstances and conditions, to establish, if necessary, national tripartite machinery on the status of women workers and to strengthen national equal opportunity bodies in order to stimulate action aimed at promoting equality of opportunity and treatment for women in economic and social life:

- (a) such bodies should also develop and co-ordinate research and statistics, planning, programming and action on equality of opportunity and treatment of women workers, disseminate knowledge and information pertaining to women's preparation for work life and their integration in the workforce, and provide a mechanism for systematic consultation with employers' and workers' organisations;

- (b) such bodies should have adequate resources and staff to enable them to carry out the above tasks;
- (c) such bodies should be placed at a level that enables them effectively to monitor achievements with respect to women workers and, where necessary, to influence or stimulate the initiation of relevant programmes in other parts of the government administration.

#### *Improving the data base*

14 As existing statistics often fail to reflect accurately women's participation in the labour force, efforts should be made to improve statistical data collection and their analysis so as to reflect more fully the contribution of women to productive activities and other aspects of their employment. As regards in particular the measurement of their participation in the labour force, employment, unemployment and underemployment, due regard should be had, inter alia, to the recommendations of the 13th International Conference of Labour Statisticians. Action should be taken to improve quantitative and qualitative information on the situation of women on the labour market and the assessment of the impact of policies to combat unemployment and to promote the employment of women in order to be able to monitor progress in combating segregation in employment and identify female unemployment trends more accurately.

## II. ACTION BY THE ILO

15 In the light of the conclusions emerging from the general discussion, the Committee recommends that the Conference invites the ILO Governing Body to:

- (a) consider the possible need for additional standards on equality of opportunity and treatment, with a view to incorporating, supplementing and updating, as necessary, relevant provisions in existing standards and, when elaborating new standards, bear in mind the interests of women workers, for example, coverage of part-time and temporary work;
- (b) consider as a possible new item for future standard setting the situation of home-based workers and contract workers.

16 Future action by the Office should include the following:

- (a) protective instruments, for example, Night Work (Women) Convention (Revised), 1948 (No. 89), should be reviewed periodically to determine whether their provisions are still adequate and appropriate in the light of experience acquired since their adoption and of scientific and technical information and social progress;
- (b) the ILO should continue to co-operate with the United Nations in the consideration of the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (1979), and taking account of the relevant parts of the Convention, should continue to submit reports on its application in areas falling within the scope of ILO activities, including those relating to ILO standards on equality of opportunity for men and women in employment;
- (c) the question of equal opportunity and treatment for men and women workers should be taken into account when preparing the agendas of regional conferences and advisory committee sessions and meeting of Industrial and analogous Committees;
- (d) continuing research designed to identify the situation and problems of women workers in all countries including:
  - (i) the specific positive or negative impact on women of major trends and developments, such as technological change;
  - (ii) the situation of women working in rural areas, in the urban informal sector of developing countries and in export-processing and free trade zones;
  - (iii) the special problems of women migrants, refugees, the disabled and other vulnerable groups;

- (iv) the review of policies and programmes designed to overcome the difficulties met by women workers, including practical approaches to the elimination of sex-based discrimination.

17 The ILO should contribute to the collection of improved data and continue its publications concerning women workers in different parts of the world:

- (a) by reviewing and evaluating the use of new and existing concepts and definitions for measuring labour force participation, employment, unemployment and underemployment, with breakdowns according to sex. These should be supplemented by sufficiently detailed statistics on industrial and occupational characteristics, wages, conditions of work and related topics for women and men workers separately;
- (b) by surveying and disseminating information on new approaches to the measurement of women's participation in the economy and their contribution to meeting basic needs and to the economy in general.

18 Efforts should be made:

- (a) to develop technical co-operation activities in favour of women workers through the design and execution of projects and through the inclusion in other projects, wherever necessary, of components intended to serve their needs or through ensuring the full participation of women in projects of common interest to men and women including the development of crèches and child-care facilities;
- (b) to reinforce the capacity of the ILO to implement the policy aims of technical co-operation programmes in favour of women and to ensure that the needs of working women receive due attention in all aspects and all areas of work of the Office, including employment, training, industrial relations, labour legislation and administration, social security and other related problems;
- (c) to examine the possible direct and indirect impact on women and their activities of all projects, so as to avoid undesirable effects;
- (d) to develop, implement and evaluate innovative projects for women belonging to disadvantaged groups in co-operation with any work which is already being done for those groups in order to improve the possibility of their integration in the workplace;
- (e) to involve the women concerned in the selection, design, implementation and evaluation of the projects;
- (f) to strengthen the capacity of the ILO's organisational structures at headquarters and at the regional levels to deal with women workers' questions and to develop appropriate technical co-operation programmes;
- (g) to promote technical co-operation among developing countries through encouraging exchanges of experience at the regional or inter-regional levels between persons involved in programmes and projects for women workers, and enabling such persons to study those experiences at first hand;
- (h) to disseminate information in various languages. Information should be easily accessible through a variety of means, including computerised data bases, audio-visual materials, serial publications, information sheets and monographs;
- (i) to encourage a larger number of women to seek employment as technical co-operation experts;
- (j) to ensure that the ILO sets an example in all its services and structures in the implementation of equality of opportunity and treatment between men and women, in particular –
  - (i) by providing child-care facilities to ensure widest participation of women in its conferences, meetings and other activities;
  - (ii) by bringing the terms used in its basic texts and documents into line with the principle of equal participation in order to avoid the use of terms which apply to one sex only.

## ANNEX

### **Declaration on Equality of Opportunity and Treatment for Women Workers**

The General Conference of the International Labour Organisation,

On the basis of the Universal Declaration of Human Rights, reaffirming the principle of non-discrimination and proclaiming that all human beings are born free and equal in dignity and before the law, and declaring that all efforts must be made to provide every worker, without distinction on grounds of sex, with equality of opportunity and treatment in all social, cultural, economic, civic and political fields,

Conscious of the resolutions, declarations, covenants, Conventions and Recommendations of the United Nations and the specialised agencies, particularly the instruments adopted by the International Labour Organisation designed to eliminate discrimination against women and to promote equality of opportunity and treatment for them,

Convinced of the special importance of the guarantee of equal rights and opportunities for men and women in their economic and social life and in social development,

Aware of the great economic, social and cultural differences existing among the various regions and countries of the world and among areas within countries and which condition the rate of progress towards greater equality of opportunity and treatment,

Considering that the establishment of a new international economic and social order in accordance with United Nations Resolutions will contribute towards ensuring better employment, conditions of work and life for women, especially in developing countries,

Aware of the need to devote particular attention to the situation of women in countries under foreign domination or subject to the practices of apartheid,

Aware of the invaluable role of women workers in every national economy and of the need to enable women to exercise their right to gainful employment, regardless of family situation, on a footing of equality with men and to maximise their contribution to development,

Aware that the position of women cannot be changed without changing also the role of men in society and in the family,

Concerned that considerable discrimination against women workers persists and is incompatible with the interests of the economy, the development of social progress, social justice, the fundamental rights of men and women, and the welfare of the family and society,

Convinced that women's lack of vocational qualifications is one of the causes of such discrimination,

Convinced that all efforts must be made to promote and ensure equality of opportunity and treatment for women workers in law and practice,

Conscious of the important responsibility and contribution of the ILO in stimulating efforts to this end,

Aware also of the needs of developing countries and the need to achieve full employment as a basis for more balanced and equitable economic and social development,

Conscious that women's problems in the world of work can be approached and solved only within the same general framework of economic and social development as those of men,

Believing that a long-term programme of practical international action will improve the situation of women and increase their effective participation in all sectors,

Desirous therefore of setting forth certain principles as targets to be achieved progressively in relation to the integration of women in economic life, understanding that such integration presupposes deliberate planning of different social functions;

Solemnly proclaims this Declaration on the occasion of International Women's Year:

*Article 1*

(1) There shall be equality of opportunity and treatment for all workers. All forms of discrimination on grounds of sex which deny or restrict such equality are unacceptable and must be eliminated.

(2) Positive special treatment during a transitional period aimed at effective equality between the sexes shall not be regarded as discriminatory.

*Article 2*

In the promotion of equality of opportunity and treatment between women and men in economic and social life, full account shall be taken of the principles contained in international resolutions, declarations, covenants, Conventions and Recommendations adopted by the United Nations and by the specialised agencies relating to the prevention of discrimination against women.

*Article 3*

All measures shall be taken to guarantee women's right to work as the inalienable right of every human being and to revise, as necessary, existing laws, collective agreements, practices or customs which limit the integration of women in the workforce on a footing of equality with men.

*Article 4*

All measures shall be taken to educate public opinion and to foster social attitudes and behaviour which encourage and ensure equality between women and men in working, family and social life.

*Article 5*

(1) Measures shall be taken to ensure that boys and girls receive the same basic education and have access to the same forms of vocational orientation and guidance and to all forms and levels of basic vocational training for all occupations and professions in accordance with the principles laid down in the Recommendation concerning human resources development adopted by the Conference at its 60th Session.

(2) Measures shall be taken to urge institutes of vocational guidance and training to help and to encourage girls and women to make full use of available orientation, guidance and training facilities and to choose and enter all occupations freely, including those hitherto reserved in practice for men.

(3) Measures shall be taken to ensure the placement of girls and women who have completed training programmes on an equal footing with similarly qualified boys and men. For this purpose, maximum encouragement should be given to co-operation between training instructors and the official placement services.

(4) Measures shall be taken to prohibit stipulations regarding the sex of applicants in public employment notices.

(5) Special measures shall be taken to facilitate the continuing education and training of women on the same basis as men and to provide retraining facilities for them, especially during and after periods of absence from the labour force.

*Article 6*

(1) With a view to stimulating women's integration in the workforce on a footing of equality with men, all measures shall be taken to encourage a more equitable balance in their distribution in the various sectors of the economy, in the various branches, professions and occupations and the various levels of skill and responsibility.

(2) In accordance with the provisions of the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and of the Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111), there shall be no discrimination on the grounds of sex in employment or occupation.

(3) There shall be no discrimination against women workers on the grounds of marital status, age or family responsibilities.

(4) Special measures shall be taken to ensure that the potentialities, aptitudes, aspirations and needs of women, including those living in rural areas, as well as those of men are taken fully into account in employment promotion programmes and strategies.

(5) Positive measures shall be taken to stimulate the equal access of women to top positions in both the public and the private sectors.

(6) So far as possible, jobs and workplaces shall be so designed as to be suitable for all workers, women as well as men.

#### *Article 7*

(1) Women workers shall be guaranteed the right to equal remuneration for work of equal value in accordance with the provisions of the Equal Remuneration Convention, 1951 (No. 100), and the Equal Remuneration Recommendation, 1951 (No. 90).

(2) Special measures shall be taken to ensure equal remuneration for work of equal value for women also in occupations in which women predominate and to measure the relative value of their work with full regard to the qualities essential to performing the job.

(3) Special measures shall be taken to raise the level of women's wages as compared with that of men's and to eradicate the causes of lower average earnings for women possessing the same or similar qualifications or doing the same work or work of equal value.

(4) Special measures shall be taken, as necessary and appropriate, to ensure equality of treatment for workers employed regularly on a part-time basis, the majority of whom are women, particularly with respect to pro rata fringe benefits.

#### *Article 8*

(1) There shall be no discrimination against women workers on the grounds of pregnancy and childbirth and women bearing a child shall be protected from dismissal on such grounds during the entire period of pregnancy and maternity leave. They shall have the right to resume their employment without loss of acquired rights.

(2) Adoptive parents shall also be entitled to time off to care for a child without losing the right to resume their employment or their acquired rights.

(3) Because maternity is a social function, all women workers shall be entitled to full maternity protection in line with the minimum standards set forth in the Maternity Protection Convention (Revised), 1952 (No. 103), and the Maternity Protection Recommendation, 1952 (No. 95), the costs of which should be borne by social security or other public funds or by means of collective arrangements.

(4) All couples and individuals have the basic right to decide freely and responsibly on the number and spacing of their children and to receive the necessary information, education and means to exercise this right.

#### *Article 9*

(1) Protection of women at work shall be an integral part of the efforts aimed at continuous promotion and improvement of living and working conditions of all employees.

(2) Women shall be protected from risks inherent in their employment and occupation on the same basis and with the same standards of protection as men, in the light of advances in scientific and technological knowledge.

(3) Studies and research shall be undertaken into processes which might have a harmful effect on women and men from the standpoint of their social function of reproduction.

(4) Measures shall be taken to extend special protection to women for types of work proved to be harmful for them from the standpoint of their social function of reproduction and such measures shall be reviewed and brought up to date periodically in the light of advances in scientific and technological knowledge.

#### *Article 10*

In order to ensure practical equality of opportunity and treatment between men and women workers, all appropriate measures shall be taken to strengthen the social infrastructure and to provide the necessary supporting services and equipment in the community, in particular child-care and education services; such services and facilities shall be designed to meet the needs of children of all ages and the needs of their parents and shall be subsidised, run or supervised by the competent public authority.

#### *Article 11*

There shall be no discrimination against women in respect of social security and provisions concerning retirement and pensions, and differences in the treatment of men and women under such schemes shall be reviewed and revised.

#### *Article 12*

Review of the taxation system shall be considered wherever such system constitutes an obstacle to women's employment.

#### *Article 13*

In order to improve the status of women together with that of men in developing countries, special efforts shall be made to ensure that women, particularly in rural areas, are accorded an equitable share of all resources—national and international—available for development and that they are closely associated with development planning and implementation at the international, national and community levels.

#### *Article 14*

Equality of opportunity and treatment for women and men in working life shall be guaranteed by means of legislation, collective agreements or contractual arrangements of binding character. Measures shall be taken to enforce application of this principle, including procedures for complaints, conciliation, appeal and recourse to the courts.

#### *Article 15*

Members shall strengthen their national administrative machinery in order to give, together with employers' and workers' organisations, full effect to all measures aimed at preventing all forms of discrimination against women workers and at promoting and ensuring equality of opportunity and treatment for them.