

Women and Work

Iraq: Working Women

Women represent 19 per cent of the total labour force in Iraq. In the agricultural sector they are 43.7 per cent of those employed. While laws governing rural activities do not discriminate between men and women as regards the right to inheritance and utilization of agricultural land, the number of women exercising this right is very small.

Women in management positions represented 18.8 per cent and those with the rank of director - general 2.2 per cent. It is expected that the number of women in decision-making posts will increase if policies of providing women with opportunities to qualify for such positions continue to be pursued. Special policies and measures in employment focus on providing training opportunities for women to acquire skills required in industrial and rural production, providing appropriate conditions for increasing employment opportunities for women.

A major task to promote the employment of women in all fields continues to be the education of the population in new social values relating to the status of women, and providing appropriate conditions and facilities for women's employment. The Government has outlined a comprehensive set of strategies to be implemented in different fields.

In addition, there is concern for developing policies which counter the tendency for women to be employed in traditional low-paying jobs.⁽¹⁾

Tunisia: Improving the Status of Women

The General Union of Tunisian Workers and the Tunisian Government have set up three important organs whose objectives are to meet the following requirements:

- The Women's Commission, a non-governmental body which was created in 1982, is part of the General Union of Tunisian Workers. It comprises three committees: maternity protection, women's right to employment, and working conditions.
- The Women's Work Committee was set up in 1981 within the Ministry for Social Affairs in order to meet the recommendations of the Copenhagen Conference.

(1) General report presented to Nairobi International Conference (Baghdad, National Committee for the preparation for the Nairobi Conference, 1985).

Its task is twofold: to provide analysis and advice with a view to promoting women's integration in economic activity and to improve their living and working conditions.

- The Ministry for Family Affairs and Women's Promotion was created in November 1983. Its objective is not only to analyse and co-ordinate, but also to implement programs for the full integration of women in development.⁽²⁾

Jordan: Training Women for Participation in the Labour Force

The Jordanian Labour law in force overlooks women's rights to receive technical and vocational in-service training. However, new labour legislation currently in the final stages of drafting makes a provision for the principle of equality in employment opportunities, remuneration, promotion and training.

The Ministry of Labour and Social Development has specified a serious strategy to increase women's participation in the labour force. This is to ensure that the quality and quantity of female training is geared to the opportunities available in the labour market during a specific planning period.

Plans for the next 15 years include increasing education and training opportunities for women in agricultural and industrial employment. In order to improve the status of women in agricultural work and in managing family life, it is proposed to conduct training courses for women in modern methods and food processing. Career guidance has also been signalled as a means to prevent women's un-employment in certain fields and to increase female enrolment in technical, agricultural, and industrial training, which so far have been the exclusive domain of men.

While the new draft labour law is a basic step towards protecting women from discrimination, it is the unwritten concepts, beliefs, and attitudes of society that govern women's participation in the Jordanian workforce.⁽³⁾

(2) *L'egalite et les droits de la femme en Tunisie* (Tunis, Ministry for Family Affairs and Women's Promotion, 1985).

(3) National document submitted by the Hashemite Kingdom of Jordan to the World Conference to Review and Appraise the Achievements of the UN Decade for Women: Equality, Development, Peace (Amman, Ministry of Labour and Social Development).