

In this context, governments should guarantee maternity protection to all women, in line with international labour standards, with no exclusion, increase the provision of well-paid leave benefits for fathers (see figure VIII), and promote their take-up rates. This should be further supported by implementing family-friendly flexible working arrangements which help families to share care responsibilities more equitably between parents, and also work reintegration measures (such as training, cash benefits, skills development, job-matching, mentorship and career guidance), with a view to enabling workers with family responsibilities to reintegrate into the workforce following care-related interruptions.

Lastly, joint income taxation, primarily in advanced economies, may create barriers and disincentives for women to participate in the labour market, in particular when it is accompanied by wage and income gaps, high childcare costs and unequal sharing of care responsibilities. Countries should therefore consider moving towards a more neutral tax-benefit system that does not create disincentives to work for one of the household's earners.

For substantive gender equality at work to be achieved, it is essential that societies recognize that both women and men have a right and responsibility to work and care. For that reason, governments should put forward a set of integrated policy measures, informed by international labour standards, to recognize unpaid care work and reduce and redistribute it between women and men, and also between families and societies. Paid care work should also be valued and remunerated according to its core role for the maintenance, prosperity and well-being of societies. Achieving gender equality, in line with the 2030 Agenda for Sustainable Development, is an indispensable precondition for the realization of a sustainable development that leaves no one behind and ensures that the future of work is decent work.