

Measures to promote work-family reconciliation in the MENA region: parental leave, child care and good practices



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**“Protecting the Arab Family from Poverty:
Employment, Social Integration and Intergenerational
Solidarity “**

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ILO Conventions

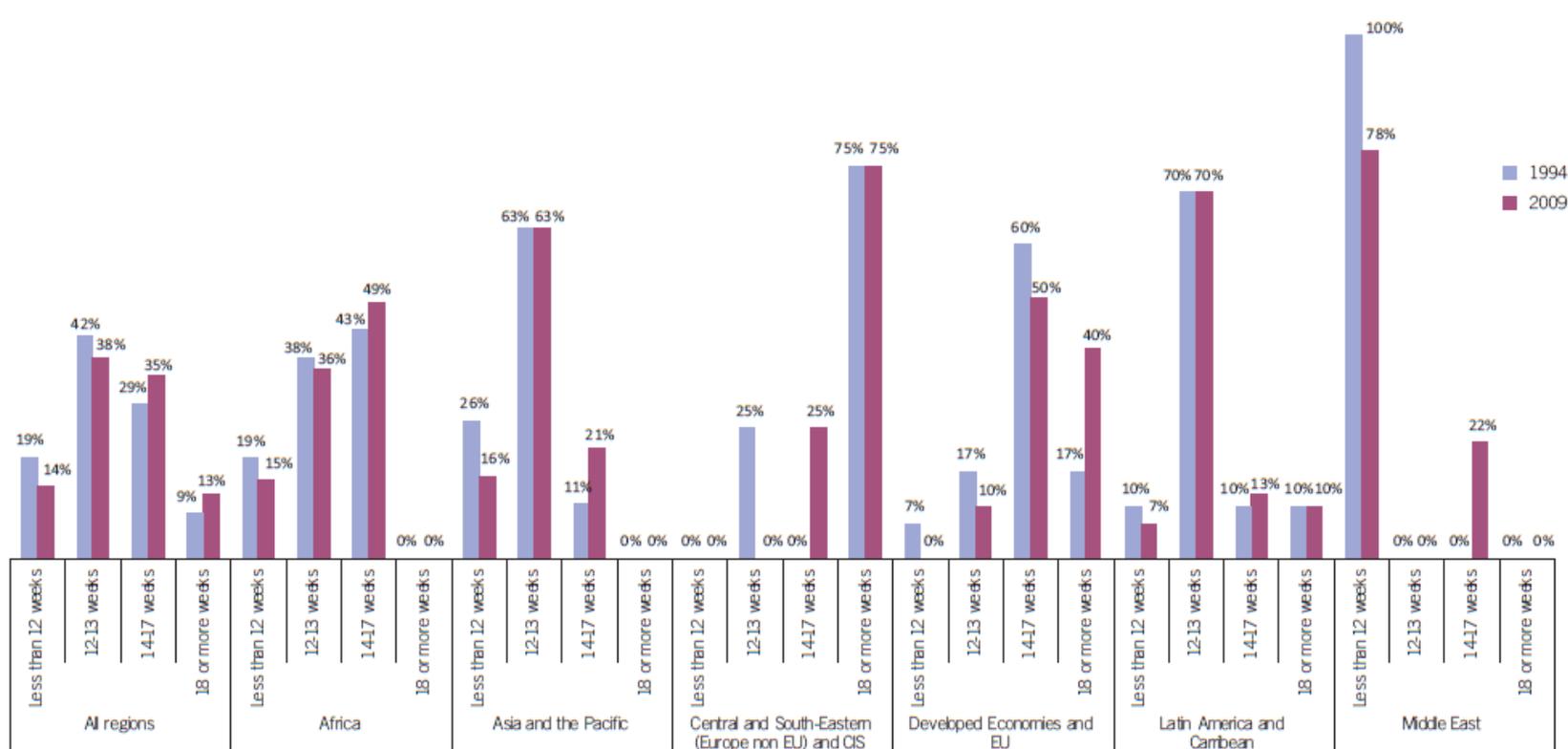


- Three conventions (1919, 1952, 2000) have extended the range of maternity protection in the workplace
- Conventions contributed to accomplishing a variety of the Millennium Development Goals set out by the United Nations :
 - reducing infant mortality rates
 - improving mothers' health,
 - guaranteeing women's employment and financial security
 - equal opportunities and equal treatment in the workplace
 - Promotion of gender equality and empowerment of women

Length of statutory maternity leave



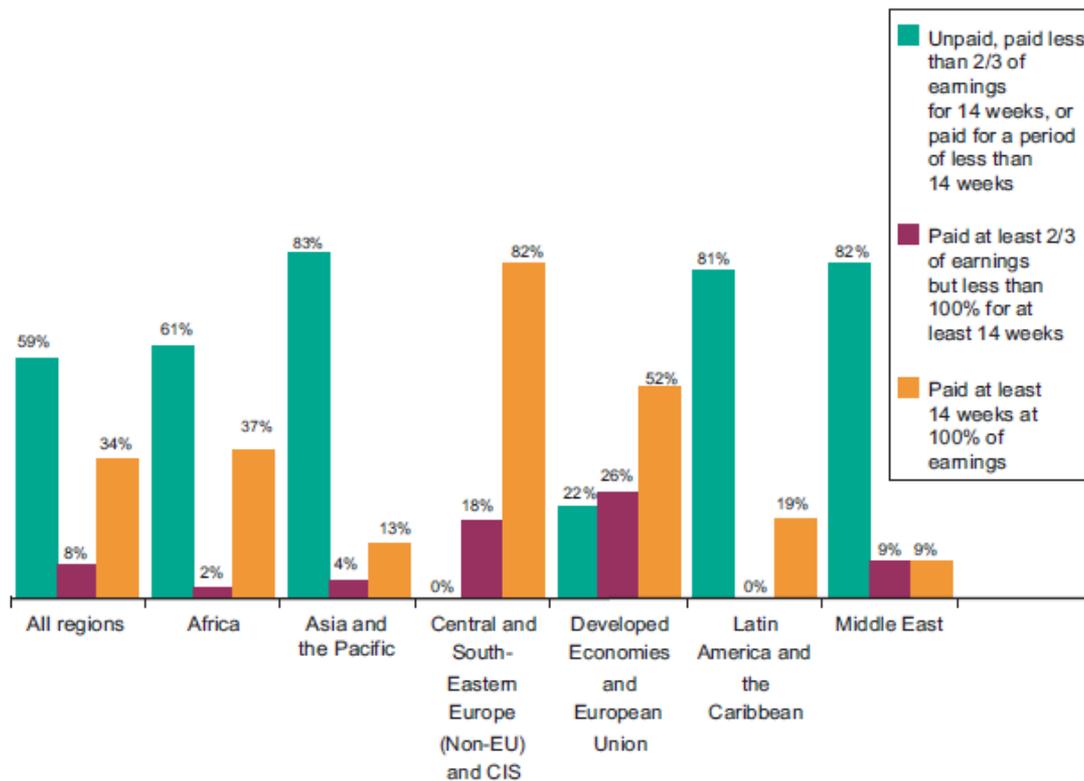
Length of statutory maternity leave, by region, 1994 and 2009 (139 countries)



Cash benefits and leave duration



Cash benefits and leave duration, by region, 2009 (152 countries)



Note: Figures may not add up to 100 per cent because of rounding.

Source: ILO Database of Conditions of Work and Employment Laws on Maternity Protection (International Labour Office, 2009a).

Measures and good practices in Iran



- The “right to enjoy facilities, standards and rules proportionate to women’s family (as a wife and mother) responsibilities in their hiring, employment, promotion and retirement during the period of employment.p:20”
- Establishment of necessary facilities and suitable services for female students, for the fulfilment of the responsibilities of their wifhood
- The current government agenda is focusing on reducing women’s working hours while maintaining a full salary.
- Job flexibility in the form of teleworking from home
- Recently introduced legislation: permits mothers of disabled children to work part-time for as long as they choose.
- Both men and women can take unpaid leave for up to three years for reasons concerning family responsibility without losing their post.
- A mother with twins is allowed 2 hours per day for breast feeding, divided into two or three daily breaks.
- Female students maternity leave increased from one to two semesters.
- Childcare sum raised from 250.000 Rials per month to 500.000 Rials for children under 5 years.

Measures and good practices in Qatar



Article 21 of the Qatari Constitution:

- “The family is the foundation of the society. Religion, ethics and love for one’s country are the family’s main backbone. The law regulates the required means for protecting the family, supporting its entity, strengthening its bonds and preserving motherhood and childhood within its boundaries.”
- Recommendations to government policy-makers on mechanisms by which part-time work for women could become more readily available to them.
- Qatari law has provided time off for mothers and family members for childcare.
- The National Development Strategy 2011-2016 calls for the establishment of nurseries at the work place.

The SCFA introduced:

- Establishing free kindergartens in public schools run by the Ministry of Education
- Diploma programme in early childhood education at Qatar University

Measures and good practices in Tunisia



- Amendments made in 1993 to Article 23 of the personal status code established the equality of spouses with regard to reciprocal family obligations.
- The Ministry of Women, Family, Childhood, and the Elderly (MAFFEPA) recently mandated new requirements with regards to the quality and quantity of nurseries and day care facilities.
- Between 2004 and 2008 the number of childcare centres increased from 11 to 186
- Provisions for after-school care
- Since 2006, in the public sector, the law has permitted mothers with children under 16 or with a handicapped child to work part-time while receiving two-thirds of their salary for a period of three years, twice renewable.

Measures and good practices in Turkey



- Women must receive the same pay as men if they do the same work.
- Not permitted to dismiss women due to marital status, pregnancy, childbirth or family commitments.
- Women workers and civil servants are entitled to 16 weeks of paid maternity leave in total.
- Forming and improving the quality day-care services and pre-school education services for the disadvantaged children and families.
- A Cooperation Protocol between the Ministry of Family and Social Affairs, Ministry of Science, Industry and Technology aims to improve entrepreneurship activities of women, and increase women's employment.
- A protocol between the Ministry of Family and Social Affairs and Ministry of Labor and Social Security will contribute to increasing women's participation in economic life
- Setting a model on child care services to increase women's employment in collaboration with the Ministry of Family and Social Policies and the World Bank.

Mother child education foundation (ACEV) programs



| | Mother Child Education Program (MOCEP) | Mother Support Program (MSP) | Father Support Program (FSP) |
|---|---|---|---|
| Target Group | 5-6 year old children (preschool age) and their mothers | Mothers of children 3-11 | Fathers of children 3-11 |
| Duration | 25 weeks 2-3 hours/week | 13-14 weeks 2-3 hours/week | 13-15 weeks 2-3 hours/week |
| Materials Used | <ul style="list-style-type: none"> • Trainer handbook • Handouts for mothers • 25 Cognitive Training Program booklets • 8 Picture story books | <ul style="list-style-type: none"> • Trainer handbook • Handouts for mothers • Laminated visuals | <ul style="list-style-type: none"> • Trainer handbook • Case cards and activity materials • 1 Story book • Letters & handouts for mothers |
| Course Content (Weekly Session Topics) | Face to Face Course Content for Mothers Cognitive Training Program Content for Children | Face to Face Course Content for Mothers: | Face to Face Course Content for Fathers: |

Policy Recommendations



Recommendations for labour market policies

- The reduction of women's hours of work, and the availability of more flexi-time jobs.
- The redefinition of labour laws
- The restructuring of cultural expectations

Recommendations for childcare policies

- The availability of formal childcare services
- Childcare should meet an acceptable standard and quality of care and trustworthiness, as well as being offered at a reasonable cost.
- Partnerships with the private sector, schools, NGOs and communities

Policy Recommendations



Recommendation for domestic roles

- More institutional resources for supporting working mothers in domestic duties
- Training workshops for men to become more aware of women's rights
- Labour legislation should reflect Civil Law and Constitution Law.