



**Asia-Pacific
Economic Cooperation**

Decent Work during/after Maternity and Childcare Leave

Final report

APEC Human Resources Development Working Group

November 2012



**Asia-Pacific
Economic Cooperation**

«Decent work during/after maternity and childcare leave»

Final report



**Human Resources Development Working Group
APEC Committee on Economic and Technical Cooperation**

Vladivostok

October-November, 2012



APEC PROJECT

«Decent work during/after maternity and childcare leave»

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A) Project The background

According to the APEC Leaders recognition and Ministers statements the gender is a cross-cutting theme in APEC. The APEC Human Resources Development Working Group (HRDWG) and its Labour and Social Protection Network (LPSN), which are responsible for fostering strong and flexible labour markets and strengthening social protection, pay a lot of attention to issues of decent work for women.

APEC Leaders always underline the importance of the human resources development, especially in gender parity issues, e.g. "We recognize that the full potential of women to contribute to the regional economy remains untapped, and we will improve women's access to finance, education, training ... systems" (2010 Leaders' Declaration "The Yokohama Vision - Bogor and Beyond").

It is especially important in certain situations and the major one is maternity and childcare leave. It is crucial for women in APEC, and H. Clinton at APEC Women and the Economy Summit (2011) highlighted "Reforms can also help ensure that women are not forced to compromise on the well-being of their children to pursue a career,... a dramatic impact on the competitiveness and growth of the region's economies can be achieved by increasing women's participation in the economy and enhancing their efficiency and productivity".

In 1996, in Manila, on Ministerial Meeting, it was highlighted, that one of the main APEC goals is "to improve the economic and social well-being of the people", and the project is deeply corresponding with this Statement.

Human Resources Development Ministers (Beijing, 2010) in their joint Statement declared, "***attention will be given to gender equality on ... employment assistance***" and the direct commission will be made in linked Work plan "***Increase joint research efforts and sharing of good practices in member economies on employment for ... women***".

Besides, in HRDWG medium-term work plan the key objective is "making HRD as a cross-cutting working group in APEC and expanding the collaboration with outside of APEC".

In addition, one of the organized themes and priorities of Ministerial Meeting in 2006, was "Develop Human Capital, the region's main asset in economic development, to broaden the benefits of economic growth, deepen the basis for sustainable growth, and strengthen social cohesion domestically and regionally"

The APEC Policy Partnership on Women and the Economy (PPWE) provides a mechanism to integrate gender considerations into APEC activities. At its first meeting in San Francisco in September 2011 the PPWE endorsed the San Francisco Declaration.



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The Declaration called for APEC members to take concrete actions to realize the full potential of women, integrate them more fully into APEC economies, and maximize their contributions towards economic growth. The proposed project fully corresponds to the targets and aims of PPWE as it would provide APEC economies with ways and options to ensure active involvement of women during / after maternity and childcare leave in the social and economic spheres of their economy.

So, the project addresses the problem of lack of decent work during / after maternity and childcare leave and ways to overcome it. The project topic is linked with issues of labour and social protection and must be considered in a very collaborative manner. Experts from relevant APEC fora (first of all - PPWE - Policy Partnership on Women in the Economy, WLN – Women’s Leadership Network), ILO (International Labour Organization) and other relevant outside organizations could be involved in the project implementation.

Considering, that APEC pays a huge attention to involving women in economical projects, moreover, one of criteria of successful APEC project is a quantity of women participation, we are sure that this project implementation will contribute to the APEC goals achievement.

The project is aimed at considering the full range of ways of government bodies, NGOs, enterprises to provide decent work for women during / after maternity and childcare leave. The identified methods and tools will be widely discussed on the APEC Works.

The project was implemented under overseeing of Mr. Alexey Vovchenko, Deputy Minister of Labour and Social Protection of the Russian Federation.



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The Project Leader is Mr. Yuriy A. Kalik, Director of International Projects, “Borlas Security Systems, Ltd.”, Moscow, Russian Federation.

B) The Project Objectives

The project objective is to supply APEC economies with recommendations to provide the decent work during and after maternity and childcare leave. The main project tasks:

- to identify in collaboration with HRDWG, PPWE, ABAC and outside organizations' experts (both international and local) the best methods and tools, providing decent work during / after maternity and childcare leave; all range of methods will be considered – legal base, special vocational education and training (TVET), flexible employment forms, etc., used by government bodies, NGOs and corporations; issues of public-private partnership will be considered with special attention;
- to hold the APEC Workshop (October, Russia, Vladivostok) to network HRDWG, PPWE, ABAC and outside organizations' experts and to discuss interim results for the purpose to determine the common approaches and recommendations; 30+ attendees are expected;
- to develop recommendations, dedicated to the decent work provision during and after maternity and childcare leave; the approaches should be applicable for both industrialized and developing APEC economies.

The concept of decent work is based on the understanding that work is a source of personal dignity, family stability, peace in the community, democracies that deliver for people, and economic growth that expands opportunities for productive jobs and enterprise development. Decent Work involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. In the proposed project the issues of decent work during and after maternity and childcare leave are under investigation and the identification of best methods and tools to ensure it are in the focus of the research.

C) The Project research

The project research was carried out in full collaboration with HRDWG, PPWE, ABAC, APEC economies, local and outside organization's experts. The following questionnaire was disseminated among all interested parties in the process of the research:

APEC

Human Resources Development Working Group

Labor and Social Protection Network

Expert Survey August-September 2012

Economy: _____

Dear expert,

On the initiative of the Russian Federation supported by Thailand, Chile, Australia, Indonesia, Malaysia and Chinese Taipei we are now undertaking a research project addressing the problem of lack of decent work during and after maternity and childcare leave and ways to overcome it. The project objective is to supply APEC economies with recommendations to provide decent work during and after maternity and childcare leave. The project is very collaborative and will enforce cross-cutting activities in gender issues.

Currently we are collecting information on the state of things in the area and the best practices existing in the APEC economies. This questionnaire is a part of this work. We kindly ask you to take the time to answer the following questions. If you need more space to answer these questions you may add space as much as you need. The results will be presented and discussed at APEC Workshop in October 2012 in order to



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elaborate common approaches and recommendations contributing to provision of decent work during and after maternity and childcare leave in the APEC economies.

For any questions related to the expert survey, please contact Yuriy Kalik (ykalik@borlas.ru), Irina Soboleva (irasobol@gmail.com).

Please return the completed questionnaire on or before Friday, September 14, 2012 to:

Dr. Irina Soboleva
Head of Laboratory for Social and Labour Relations
Institute of Economy
Russian Academy of Sciences
Email: irasobol@gmail.com

Thank you very much for your participation!

“1. Is there a statutory maternity leave in your economy?

- yes - no

If there is, what is the duration of such leave?

_____ days before child delivery (in a normal case)

_____ days after child delivery (in a normal case)

_____ days before child delivery (in case of a complicated or a multiple delivery)

_____ days after child delivery (in case of a complicated or a multiple delivery)

2. Is there a statutory banning on dismissal of pregnant women in your economy?

- yes - no

3. Is there a statutory guarantee for employed women to keep the right to return to their job after the maternity leave in your economy?

- yes - no



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4. Is there a statutory banning on discrimination of women during and after maternity leave in your economy?

- yes
- no

5. Are there any programs aimed at assisting women to obtain decent work after maternity leave in your economy?

- yes
- no

If there are, what are they? If there is a program you consider best practice worth dissemination, please, describe it in more detail

Those programs are financed

- by the state
- otherwise
- both

6. Is there a statutory childcare leave in your economy?

- yes
- no

If there is, what is the duration of such leave?

_____ days

7. Who has the right for childcare leave in your economy?

- only the mother
- each of the parents
- parents and grandparents
- other (please specify) _____

8. What is the common practice of taking childcare leave?

- both parents take it in turn
- it is usually the mother who takes it
- many employed women prefer not to take childcare leave (or use it only partially)



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- other (please specify)

9. Are there any special benefits or work conditions specifications for employed pregnant women in your economy?

- yes - no

If there are, what are they?

Who is responsible for those special benefits or working conditions

- the state - employer

- other (please specify)

10. Are there any special benefits for employed parents with small children in your economy?

If there are, what are they? _____

Who is eligible for those special benefits

- only the mother - both parents

other (please specify) _____

Who is responsible for those special benefits

- the state - employer

- other (please specify) _____

11. Are there any programs aimed at assisting women to obtain decent work during and after childcare leave in your economy?

- yes

- no

If there are what are they?

- development of childcare facilities
- training / retraining / skill upgrading
- promotion of self-employment (small business)

If there is a program you consider best practice worth dissemination, please, describe it in more detail

Those programs are financed

- by the state
- otherwise
- both

12. Which of the following is a better description of the overall strategy concerning provision of care for small children (below 3 years of age) in your economy:

- stimulating mothers to stay out of the labor market looking after children
- extending access to childcare facilities
- supplying additional childcare benefits for low-income families
- other (please specify)

13. Are there NGOs in your economy dealing with the problem of decent work for women during and after childcare leave?

If there are what are they?

- Providing access to childcare
- training / retraining / skill upgrading
- promotion of self-employment (small business)
- providing professional consultations



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If there is a program you consider best practice worth dissemination, please, describe it in more detail

Are those NGO supported by the state (financially or otherwise)?

-yes - no

14. Are there socially responsible companies in your economy providing assistance to their employees with small children?

-yes, many of them - only few - no

If there is a company whose policy towards employees with small children you consider best practice worth dissemination, please, describe it in more detail

Are those companies encouraged by the state (through tax benefits or otherwise)?

-yes - no

15. Does policy towards employees with small children differ in national and foreign companies? Which are more socially responsible?

- national - no difference
- foreign - hard to say

16. Are there any programs targeted at lone mothers with small children in your economy?

- yes - no

If there is a program you consider best practice worth dissemination, please, describe it in more detail

17. What other mechanisms putting barriers to discrimination of women with small children besides statutory provisions exist in your economy? Is there any activity on the side of the women movement or trade unions?

- yes, women movement

- yes, trade unions

If there is any initiative you consider best practice worth dissemination, please, describe it in more details

Thank you a lot for your cooperation!"

The feedbacks on the questionnaire received from the APEC economies, fora and international organizations were considered by the researchers and included in the report (Annex I), prepared on the basis of the research by Doctors Irina Soboleva and Marina Baskakova and presented by Doctor Irina Soboleva at the workshop. She also presented draft recommendations elaborated in the process of the research.

D) Conclusions/recommendations and follow-up in APEC.

The Workshop was held in Vladivostok, Russia on 31st October-01st November 2012.

Representatives of seven APEC economies and international organization (International Labour Organization) took part in the Workshop. Ten presentations were made during the sessions of the Workshop.

All the speakers in their presentations and participants during discussions were mentioning, that it is necessary to share the knowledge and information received during the Workshop not only with representatives of APEC member economies within one group, and not just invite, but actively involve other related organizations and communities. Activities, developed on the basis of those organizations, will facilitate cross-border exchange of knowledge and actions, improvement of the situation with the decent work during/after maternity and childcare leave in the APEC region.

Fruitful discussions on the basis of the presentations (Annexes to the present Final report) and draft recommendations elaborated by the researchers of the organizer of the Workshop on the basis of the feedbacks allowed participants of the Workshop to make conclusions and accept draft recommendations as follows:

RECOMMENDATIONS TO PROVIDE THE DECENT WORK DURING / AFTER MATERNITY AND CHILDCARE LEAVE IN APEC ECONOMIES

«We, the participants of the workshop “Decent work during/after maternity and childcare leave”, representatives of APEC economies and international organizations have assembled here in Vladivostok on 31st October – 1st November 2012 to discuss the problem of providing decent work to women during and after maternity and childcare leave, to identify the best methods and tools developed in APEC economies for dealing with the problem and to disseminate the experience across the region.

The research on the methods and tools developed in APEC economies for providing decent work to women during and after maternity and childcare leave undertaken within

the framework of the project and the exchange of experience and views among the workshop participants allows to conclude that in the majority of APEC economies distinct progress has been achieved in maternity protection and safeguarding rights of working women as well as in harmonizing professional and family obligations. However the latest achievements do not mean that there are no serious problems left in the field of providing decent work to women during and after maternity and childcare leave.

In the course of the workshop, we have worked out the following system of recommendations aimed at further improvement of the situation in the sphere of providing decent work to women during and after maternity and childcare leave. The implementation of our recommendations is bound to extend considerably the accessibility of decent work for women with small children in APEC economies.

I. Recommendations for the governments

Policies and actions

1. Support the ratification of the relevant ILO conventions, namely the Convention # 153 on Workers with Family Responsibilities and the Convention #183 on Maternity Protection.
2. Prioritize the enactment of laws and adoption of policies and programs to promote decent work to women during/after maternity and childcare leave.
3. Increase the resources allocated for inspection of work sites and enforcement of local labour laws, especially those that relate to women worker's fundamental rights as set by the UN Convention on the Elimination of All Forms of Discrimination against Women. Strengthen the enforcement of laws on decent work during/after maternity and childcare leave, and support the adoption of a reward and disincentive system to promote the rights of workers with family responsibilities.
4. Develop national systems of maternity protection for working women to reach the bench-mark level set by international organizations. Strive for providing the minimum level of social protection for all working mothers.
5. Promote further development of childcare facilities, improve their quality and increase quantity, extend accessibility of childcare facilities for low-income families through targeted subsidies and grants.
6. Promote development of professional training and retraining programs including specifically targeted on women currently using or having just used their maternity or childcare leave and those with small children temporary out of the labour market. Provide support to organizations engaged in training, retraining, professional consultations for women returning to the labour market after maternity or childcare leave and having long breaks in employment history.



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7. Support civil society and entrepreneurs engaged in rendering services to women with small children.
8. Establish gender-sensitive rules to guide employment practices of domestic and foreign enterprises, including global corporations, based on existing multilateral instruments such as the ILO conventions on fundamental workers' rights and other conventions with regard to maternity work and childcare.
9. Develop and implement gender-aware employment assistance measures and programs in order to protect, retrain and assist female workers during/after maternity and childcare leave, particularly small and micro-entrepreneurs, in both formal and informal sectors, including employment creation.

Research and awareness raising

10. Develop research projects on workers with family responsibilities and decent work during/after maternity and childcare leave both at the national and international level. Undertake and support action research projects that enable workers organizations to evaluate policy and program impacts in terms of the right of female workers and use such analysis for the development and formulation of aware policy and program recommendations. Broaden public awareness on the gender dimensions of family policies, economic and social policies by disseminating the key outcomes of gender research in order to generate public action towards holding governments accountable in promoting decent work for women during and after maternity and childcare leave.
11. Improve awareness of existing discrimination against women workers, address the information gaps on the subject, paying special attention to situation of women working or searching for job during and after maternity and childcare leave.
12. Promote the use of such data and indicators, along with qualitative information, in the formation of policies on issues such as access of women on maternity and childcare leave to social protection, social services, union representation and collective bargaining.
13. Undertake, support and disseminate gender-aware analyses of the effect of macroeconomic policies as well as social/family policies, on access to decent work and on the level and distribution of reproductive work.
14. Advocate the practice of more egalitarian distribution of family obligations among women and men; popularize experience of active participation of fathers in childcare duties.

II. Recommendations for the future workshops



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1. Enhance the social dialogue on the problem of decent work during and after maternity and childcare leave.
2. Strengthen grass-root level experience exchange and broad-based participatory policy involving workers organizations and civil society in revealing and formulation of the most acute problems concerning accessibility of decent work to women during and after maternity and childcare leave and in decision making processes in this sphere.
3. Direct special attention to protection of the rights of working mothers in the informal sector.
4. Work on obligatory inclusion of issues of decent work for women and for workers with family obligations in collective agreements.
5. Support programs promoting accessibility of decent work to women during and after maternity and childcare leave including: measures to enable women to breastfeed at work; educational campaigns on the importance of maternity leave, safe and healthy working conditions and workplace breastfeeding support; training health workers on safe working conditions to protect pregnant workers; policies and measures to enable parents to provide care for their children without economic risk, e.g. parental, paternity, family, annual and sick leave with pay; national and local policies and measures to make childcare available, affordable and of high quality to meet the needs of children and working parents.
6. Disseminate more actively successful experience and best practices»

After the Workshop the recommendations were sent to the participants of the Workshop and upon receiving their comments were accepted finally as it is given above.

All the objectives of the project were successfully achieved by the project executors.

The Workshop was very useful, all set tasks were fulfilled. To our opinion the Workshop made a good contribution to the member economies in organizing cooperation and in creation of expert network in order to provide sustained sharing of expertise in the field of “Decent work during/after maternity and childcare leave”.

The development of the Workshop subject «Decent work during/after maternity and childcare leave» should be continued and include the organizing of cooperation in different APEC economies, fora, international organizations and creation of the experts network in order to provide sustained sharing of expertise in the field of decent work during/after maternity and childcare leave.

E) The Workshop Administrative Circular

ADMINISTRATIVE CIRCULAR

APEC Workshop

“Decent work during/after maternity and childcare leave”

October 31- November 1, 2012

Vladivostok, Russia

September 2012

Organized by:



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“Borlas Security Systems, Ltd.” (BSS), Russia

Under overseeing of the Ministry of Labor and Social Protection of the Russian Federation



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1. PURPOSE

1.1 The Administrative Circular provides administrative, logistical and general information for two-day APEC Workshop “**Decent work during/after maternity and childcare leave**”, to be held in **Vladivostok, Russia, on October 31-November 1, 2012.**

2. BACKGROUND

2.1 Gender is a cross-cutting theme in APEC (“Reforms can also help ensure that women are not forced to compromise on the well-being of their children to pursue a career”) and proposed project addresses the problem of lack of decent work during / after maternity and childcare leave and ways to overcome it. So, the project objective is to supply APEC economies with recommendations to provide the decent work during / after maternity and childcare leave.

2.2 The project is aimed at considering the full range of ways of government bodies, NGOs, enterprises to provide decent work for women during / after maternity and childcare leave. The identified methods and tools will be widely discussed on the APEC Workshop and best of them will be represented as recommendations to APEC economies.

The main project tasks are:

- to identify the best methods and tools, providing decent work during / after maternity and childcare leave;
- to hold the APEC Workshop to network experts, discuss interim results and determine the common approaches and recommendations;
- to develop appropriate recommendations.

The project is very collaborative one and it will enforce cross-cutting activities in gender issues.



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2.3 The Workshop “**Decent work during/after maternity and childcare leave**” is the key event of the project implementation. It will be focused on sharing experience among APEC economies on providing decent work for women during / after maternity and childcare leave. Report/research of the results of analyses of the APEC economies expert’s answers on disseminated questionnaire as well as presentations of experts from APEC economies and foras, other international organizations will be presented. The identified methods and tools will be widely discussed on the Workshop and best of them will be represented as recommendations to APEC economies.

3. MEETING DATES AND VENUE

3.1 APEC Workshop “**Decent work during/after maternity and childcare leave**” will be held in **Vladivostok, Russia**, from **31-st October, 2012** (Wednesday) to **1-st November 2012** (Thursday).

3.2 The venue of the Workshop is Hotel «**Azimut Vladivostok**»

Address: 10, Naberezhnaya st., Vladivostok, Russia, 690091,

tel. +7 (4232) 411-941, 412-808, 413-500, fax +7 (4232) 412-021

e-mail: vladivostok@azimuthotels.ru,

web-site: http://www.azimuthotels.ru/en/hotels/vladivostok/about_hotel/

4. DRAFT AGENDA

Wednesday, October 31 st , 2012	
10:00-11:00	Registration and welcome coffee
11:00-11:30	Opening Session Chairmen (moderators):
	Word of welcome from the Ministry of Health and Social Development of RF
	Word of welcome from Administration of Primorsky Region
	Word of welcome from Far Eastern Federal University



	Word of welcome from APEC Human Resources Development Working Group
	Word of welcome from APEC Secretariat
	Word of welcome from the Organizing committee
11:30-14:00	Session I. Chairmen (moderators):
	1. Presentation of main findings of the study on the problem of Decent Work during / after Maternity and Childcare Leave in APEC economies (Dr. Irina Soboleva, Dr. Marina Baskakova)
	2. Presentation of the representatives of APEC economies
	12:30-13:00 Coffee break
	3. Presentation of the representatives of APEC economies on best practices of supporting women with small children
	4. Presentation of the representatives of APEC economies
14:00-15:00	Lunch break
15:00-16:30	Session II. Moderators:
	Presentation of the representatives of APEC economies
	Presentation of the representatives of APEC economies
	Discussion on the problem of Decent Work during / after Maternity and Childcare Leave in APEC economies facilitated by
Thursday, November 1st, 2012	
11:00-12:30	Session III. Moderators:
	Presentation of the representatives of APEC economies
	Presentation of the representatives of APEC economies
12:30-13:00	Coffee break
13:00-14:00	Session IV. Moderators:



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	Introduction and consideration of the draft recommendations on provision of decent work during / after maternity and childcare leave
14:00-14:30	Coffee break
14:30-16:00	Session V. Discussion and acceptance of the draft recommendations on provision of decent work during / after maternity and childcare leave
	1. Discussion on the draft recommendations 2. Acceptance (Approval) of the draft recommendations
	Summing up and closing of the workshop

5. LANGUAGE

5.1 APEC Workshop “**Decent work during/after maternity and childcare leave**” will be conducted in English.

6. EXPENSES AND ALLOWANCE

6.1 Delegates from all APEC member economies are welcomed to participate in the Workshop.

6.2 APEC Secretariat will fund **two participants** from each travel-eligible economy (Chile, People Republic of China, Indonesia, Malaysia, Mexico, Papua New Guinea, Peru, the Philippines, the Russian Federation, Thailand and Viet Nam). Speakers from all APEC economies and active participants from travel-eligible economies funded by APEC will be provided with round trip economy class airfare and per diem covering accommodation, meals and all other incidental expenses. This additional payment for incidental expenses is meant to cover such items as visa fees, travel insurance, bank and currency charges (and other expenses related to reimbursement), and transport to and



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from airport. Detailed agreements for reimbursement shall be stipulated before arrival with APEC Secretariat (Ms. Daphne Ho: dh@apec.org)

6.3 Speakers and active participants who are confirmed funded by APEC, must submit their best airfare quotation and detailed travel itinerary from a travel agent (clearly indicating the airfare, taxes, currency, flight duration of each sectors, travel class, arrival & departure dates & times, etc.) to the APEC Secretariat directly (**please, indicate the Project № S HRD 03 12**) by e-mail to Ms. Daphne Ho (Program Executive): dh@apec.org or fax: +65 6891 9690, (copying Mr. Zhiwei Lu (Program Director): lz@apec.org; (Project Overseer)-azizovarm@rosminzdrav.ru, Mr. Yuriy Kalik (Project Coordinator) – ykalik@borlas.ru) for approval without delay to avoid higher airfares, etc. (before purchase of air tickets). Once approval has been given, the traveler should immediately purchase the ticket at the approved rate. The airfares should be for the MOST DIRECT (nonstop flights highly preferable) & Economical route, excluding Travel Insurance, must be a RESTRICTED / discounted ticket. Participants from the same city of residence should have similar airfares.

7. REGISTRATION

7.1 The Workshop is open to all APEC economies, both public and private sectors and also to international organizations.

7.2 All delegates are to register (by **October 10, 2012**) for the Workshop using the registration form at Annex A. All completed registration forms should be submitted to the organizer of the event. The focal points for the registration are:

Mr. Alexey Vovchenko, Project Overseer

e-mail: azizova@rosminzdrav.ru



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fax: +7 (495) 606-18-31



Mr. Yuriy Kalik,

E-mail: ykalik@borlas.ru,

fax: +7 (495) 545 59 31

7.3 The Registration Desk will operate in the hall of “**Azimut Hotel Vladivostok**”

Wednesday, 31 October 2012, 10.00AM - 11.00AM

7.4 All delegates are to collect their ID badges at the Registration Desk. They will be required to present their identification when collecting the ID badges. The ID badges should be worn at throughout the whole Workshop and will be required for entry into the Workshop venue.

8. ACCOMMODATION

8.1 We recommend for accommodation the following hotels in Vladivostok. They are:

8.1.1 «Azimut Hotel Vladivostok»

Address: 10, Naberezhnaya st., Vladivostok, Russia, 690091,

tel. +7 (4232) 411-941, 412-808, 413-500, fax +7 (4232) 412-021

e-mail: vladivostok@azimuthotels.ru,

web-site: http://www.azimuthotels.ru/en/hotels/vladivostok/about_hotel/

Room Tariff

Room type	Russian ruble (RUB)	Approx. in USD
Economy	2.900	94
Standard	3.300	106
Standard Sea View	3.400	110
Business Twin	3.400	110
Apartments	5.700	184
Suit Deluxe	7.800	252

Prices for the room in «Azimut Hotel Vladivostok» include: accommodations, buffet breakfast, VAT 18%.

8.1.2 Azimut Hotel «Amur Bay»

Address: 9, Naberezhnaya st., Vladivostok, Russia, 690091

tel. +7 (4232) 411-941, 412-808, 413-500, fax +7 (4232) 412-021

e-mail: vladivostok@azimuthotels.ru,

web-site: http://www.azimuthotels.ru/en/hotels/vladivostok/about_hotel/

Room Tariff

Room type	Russian ruble (RUB)	Approx. in USD
Economy	2.700	85
Standard	3.400	110
Business Twin	3.700	120
Apartments	5.700	184
Suit Deluxe	7.800	252

Prices for the room in «Amur Bay» include: accommodation, buffet breakfast, VAT 18%.

8.1.3. Hotel «Hyundai».

Address: 29, Semenovskaya st., Vladivostok, Russia, 690091.

Tel. +7 (423) 240-22-33,

Fax: +7 (423) 240-70-08,

e-mail: reservation@hotelhyundai.ru

web-site: <http://www.hotelhyundai.ru/en>.

Room Tariff

Room type	Russian ruble (RUB)		Approx. in USD	
	Double	Twin	Double	Twin
Standard / Deluxe	8 000/9 000***	9 000/10 000*** <i>(please, see the explanation below)</i>	250/280	290
Junior Suite / Studio Suite	15 000	+1 500 rub (\$50 USD) in case of 2 persons accommodation	460	



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Corner Suite / Superior Suite	17 000	+1 500 rub (\$50 USD) in case of 2 persons accommodation	530	
Royal Suite	19 000	+ 1 500 rub (\$50 USD) in case of 2 persons accommodation	590	
Presidential Suite	70 000	70 000	2.150	2.150

*****High season rates: July 1 to October 31.**

- Room rate includes breakfast (double room - 1 breakfast, twin room - 2 breakfasts).
- Check in time is 13:00 p.m. Early check in is available only on condition of room availability, at an extra charge of 50% of the room tariff.
- Check out time is 12:00 midday.
- There are following extra charges for late check-out: from 12:00 to 18:00 - 50% of the room tariff, after 18:00 full room rate for the night.
- There is a charge of 50% of the room rate (one night) for cancellation 1 day before arrival.
- There is a charge of 100% of the room rate (one night) for cancellation on the day of arrival

9. ARRIVALS AND ENTRY FORMALITIES

9.1 For entry into the Russian Federation a visa is required. The procedure for obtaining a visa is standard. The participants are advised to refer to the Embassies and Consulates of Russia in their economies for visas in advance. Visa requirements to enter Russia can be found in Annex B.

9.2 In case the delegate needs the visa support from the relevant Russian authorities, please send beforehand to the organizers of the Workshop by e-mail (azizovarm@rosminzdrav.ru, ykalik@borlas.ru.) the following information:

- scan of the international passport
- place of work, position, address, telephone №, fax

NB: the process of arranging the visa support takes approximately 10-14 days. So please keep in mind that the sooner the organizers get your request for visa support, the better.

10. TRANSPORTATION

10.1 From Vladivostok Airport to the city you can get by minivan (fixed route taxi-bus) № 101. The fee is 60 RUB (approx. 2 USD).

Taxi is available at the Airport for transportation to the hotels. The taxi fee from the airport to the Hotels is approximately \$40-50USD.

Delegates may order taxi services in the airport, or by phone, +7 (4232) 44-44-44, +7 (908) 99-22-555.

10.2 Shuttle Services

Shuttle service will be provided for Workshop participants between the recommended hotels and the venue of the Workshop before and after Sessions.

10.3 Aeroexpress

Train started operating between Vladivostok City and Vladivostok International Airport <http://www.aeroexpress.ru/en/regions/vladivostok.html>

Due to a gradual transfer of flights from Terminal B to Terminal A it is highly recommended to check the arrival and departure terminals beforehand at the Airport Information Center, contact phones: +7 (423) 230-69-09, +7 (423) 230-69-08 (24 hours) or at the Airport website: <http://www.vvo.aero/>

Fixed price for airport – Vladivostok aeroexpress ticket – 200 rubles.

11. DRESS CODE

11.1 The dress code for the Workshop is smart casual.

12. DELEGATES' KIT

12.1 All delegates will be provided with a special kit containing the program, handouts and other materials.

13. GENERAL INFORMATION

13.1 **Vladivostok** is Russia's largest port city on the Pacific Ocean and the administrative center of Primorskiy Kray. It is situated at the head of the Golden Horn Bay, not far from Russia's border with China and North Korea. It is the home port of the Russian Pacific Fleet. The population of the city, as of 2011, is 616,900.

Vladivostok is unimaginable without sea. This is true for the whole marine environment of the peninsula - bays, islands and straits. The sea determines the local, clearly monsoon climate, provides food, serves as transportation and provides excellent recreation.

The city's main industries are shipping, commercial fishing, and the naval base. Fishing accounts for almost four-fifths of Vladivostok's commercial production. Other food production totals 11%.

In September 2012, Vladivostok hosted the 24th Summit of the Asia-Pacific Economic Cooperation (APEC) Forum. In preparation for the event, the infrastructure of the city was renovated and improved. Two giant cable-stayed bridges have been constructed recently in Vladivostok, namely the Zolotoy Rog (Golden Horn) bridge over the Zolotoy Rog Bay in the center of the city, and the Russky Island (Russian island) Bridge from the mainland to Russky Island, where the Summit took place. The latter bridge is the longest cable-stayed bridge in the world.

13.2 **Weather:** The average daily temperature in October-November - +6 - +2 degrees C.

13.3 **Time Zone:** GMT +10.00

13.4. **Currency & Banking System**



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The official currency of the Russian Federation is Ruble (RUB). All payments on the territory of the Russian Federation must be done in Russian RUB. Credit card payments will also be carried out in RUB.

Major credit cards are widely accepted at hotels, restaurants, shops, etc. Visa, MasterCard, American Express, can be used at establishments, however, some restaurants and small shops accept cash payments only.

Currency exchange points are located at the Airport, main hotels and banks. Major currencies accepted for exchange are EUR and USD, some bank accept GBP. Currency exchange rates vary depending on the policies of a bank. Banks usually take commission for money exchange and participants are advised to take it into consideration. When making a currency exchange, banks also require to provide a passport.

Exchange rate of the Central Bank of the Russian Federation as of September 3, 2012

USD 32, 57; EUR 40, 72

Relevant information about the currency exchange rate can be found at <http://www.cbr.ru/eng/daily.aspx>

NB: The organizers strongly advise the delegates to exchange money in the Vladivostok Airport upon arrival. There are might be problems with exchanging money in the city.

13.5 Tipping

Tips are on average 10% of the total amount but may depend on the quality of the provided service. In restaurants it is common to leave 10% of the total amount. Tips of 30-70 RUB (1-2 USD) per bag are customarily given to baggage handlers at airports and hotel bellhops who take luggage to a guest



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room. It is also customary to tip hotel room cleaning staff 30-70 RUB per day (1-2 USD).

13.6 Electricity and Water Supply

The supply voltage in Russia is 220 volts. It is desirable to boil tap water before drinking. We also advise the participants to consume bottled water which can be purchased at the hotel or any nearby grocery store.

13.7 Smoking

In Russia, there is no general prohibition on smoking in public areas. Bars and restaurants are divided into smoking and nonsmoking zones. Inside theaters, museums and other cultural or educational institutions smoking is prohibited (with designated areas usually provided for smokers).

13.9 Mobile Phones Information

Most modern cell phones can work in several settings that can use roaming services in different networks. Most of the GSM-phones are in use in Russia, supporting the protocols of GSM-900 and GSM-1800, or in networks GSM-850 and GSM-1900. Almost all of the UMTS-phones can work in networks GSM.

For roaming the participants need to contact their mobile network operator.

14. CONTACTS

14.1 For more information, please feel free to contact:

– Project Overseer

Ministry of Labor of the Russian Federation

[Email: azizovarm@rosminzdrav.ru](mailto:azizovarm@rosminzdrav.ru)

Tel.: +7 (495) 739-70-01, ext. 2073

Fax: +7 (495)

Mr. Yuriy Kalik – Project Coordinator

“Borlas Security Systems, Ltd.”



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Economic Cooperation

Email: ykalik@borlas.ru, yurakd@mail.ru

Tel. +7 (495) 545-59-30, ext. 29-01, cell +7 967 221-76-82

Fax +7 (495) 545-59-31

Dr. Irina Soboleva

Email: irasobol@gmail.com

Tel. +7 (499) 129-01-88, cell +7 916 134-71-87

Dr. Marina Baskakova

Email: baskakovame@mail.ru

Tel. +7 (499) 129-01-88, cell +7 916 117-97-31





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ANNEX A



APPLICATION FORM
APEC Workshop “Decent work during/after maternity and childcare leave”

31 October - 1 November 2012, Vladivostok, Russia

Title	<input type="checkbox"/> H.E. <input type="checkbox"/> Dr. <input type="checkbox"/> Mr. <input type="checkbox"/> Ms. <input type="checkbox"/>			Photo
	Others:			
Family Name				
Given Name(s)				
Name to appear on ID Badge				
Gender	<input type="checkbox"/> Female <input type="checkbox"/> Male			
Date of Birth	(dd / mm / yy)			
Special Requirements	(dietary / health / physical)			
Passport Type	<input type="checkbox"/> Ordinary <input type="checkbox"/> Official <input type="checkbox"/> Diplomatic			
Passport No.				
Date of Issue	(dd / mm / yy)	Place of Issue		
Date of Expiry	(dd / mm / yy)	Citizenship		
Organization				
Department				
Position				
Business Address				
Business Phone				
Business Fax				
E-mail				
Economy				

Signature

All completed registration forms must be sent to the organizing committee through e-mail: ykalik@borlas.ru, azizovarm@rosminzdrav.ru, irasobol@gmail.com, baskakovame@mail.ru **by October 10, 2012.**

ANNEX B

VISA REQUIREMENTS TO ENTER RUSSIA FOR APEC ECONOMIES' PASSPORT HOLDERS

Economy	Diplomatic Passport	Official Passport	Ordinary Passport
Australia	Required	Required	Required
Brunei Darussalam	Not required (unless for a stay of more than 14 days)	Not required (unless for a stay of more than 14 days)	Required
Canada	Required	Required	Required
Chile	Not required (unless for a stay of more than 3 months)	Not required (unless for a stay of more than 3 months)	Not required (unless for a stay of more than 90 days)
China	Not required (unless for a stay of more than 30 days)	Required	Required
Hong Kong, China	Not required (unless for a stay of more than 14 days)	Not required (unless for a stay of more than 14 days)	Not required (unless for a stay of more than 14 days)
Indonesia	Not required (unless for a stay of more	Not required (unless for a stay of more	Required



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	than 14 days)	than 14 days)	
Japan	Required	Required	Required
Korea	Not required (unless for a stay of more than 90 days)	Not required (unless for a stay of more than 90 days)	Required
Malaysia	Required	Required	Required
Mexico	Not required (unless for a stay of more than 90 days)	Not required (unless for a stay of more than 90 days)	Required
New Zealand	Required	Required	Required
Papua New Guinea	Required	Required	Required
Peru	Not required	Not required	Not required (unless for a stay of more than 90 days)
Philippines	Not required (unless for a stay of more than 90 days)	Not required (unless for a stay of more than 90 days)	Required
Singapore	Required	Required	Required
Chinese Taipei			Required
Thailand	Not required (unless for a stay of more than 90 days)	Not required (unless for a stay of more than 90 days)	Not required (unless for a stay of more than 30 days)
United States	Required	Required	Required
Viet Nam	Not required (unless for a stay of more than 90 days)	Not required (unless for a stay of more than 90 days)	Required

F) Workshop agenda:

AGENDA

“Workshop “Decent work during/after maternity and childcare leave”

31st October – 01st November, 2012.

Vladivostok

Wednesday, October 31st, 2012	
10:00-11:00	Registration and welcome coffee
11:00-11:30	Opening Session Chairmen (moderators): Yuriy Kalik, Irina Soboleva, Svetlana Misikhina
	Word of welcome from Administration of Primorsky Region – Olga Polteva, Director of Employment Service
	Word of welcome from the Ministry of Labour and Social Protection of the Russian Federation – Stanislav Stepanov
	Word of welcome from the Organizing committee – Yuriy Kalik, Director of the project
11:30-14:00	Session I. Chairmen (moderators): Svetlana Misikhina, Yuriy Kalik
	1. Dr. Irina Soboleva, Dr. Marina Baskakova, (Russian Federation) “Presentation of main findings of the study on the problem of Decent Work during / after Maternity and Childcare Leave in APEC economies”
	2. Mariko Ouchi (International Labor Organization)
	12:30-13:00 Coffee break
	3. Irianto Simbolon, Hayani Rumondang (Indonesia) “The protection of women workers during/after maternity and childcare leave”
	4. Dr. Le Kim Dung (Viet Nam) “Maternity and childcare leave in Viet Nam. Legislation and its implementation”
14:00-15:00	Lunch-break



15:00-16:30	Session II. Moderators: Olga Savinskaya, Yuriy Kalik
	5. Svetlana Misikhina (Russia) "Russia: steps forward to decent work during/after maternity and childcare leave"
	6. Oksana Ilchenko (Russia) Far Eastern Federal University "The problem of decent work for women with small children: modern scientific approaches"
	7. Youngyan Zheng (China) Situation with Decent work in China
	Discussion on the problem of Decent Work during / after Maternity and Childcare Leave in APEC economies Participants: Tong Meng (China), Youngyan Zheng (China), Haiyani Rumondang (Indonesia), Ruslan Irianto Simbolon (Indonesia), Andi Awaluddin (Indonesia), Nara Masista Rahmatia (Indonesia), Ah Ley Chua (Malaysia), Ma Chona David Casis (Philippines), Kuei-Yen Liao (Chinese Taipei), Li Chuan Ho (Chinese Taipei), Le Kim Dung (Viet Nam), Bui Thi Thuy Chung (Viet Nam), Mariko Ouchi (ILO), Marina Baskakova (Russia), Nadejda Siroed (Russia), Irina Soboleva (Russia), Svetlana Misikhina (Russia), Oksana Ilchenko (Russia), Stanislav Stepanov (Russia), Olga Ilchenko (Russia), Olga Savinskaya (Russia), Yuriy Kalik (Russia)
Thursday, November 1st, 2012	
11:00-12:00	Session III. Moderators: Svetlana Misikhina, Yuriy Kalik
	1. LI Chuan HO (Chinese Taipei) Decent work during/after maternity and childcare leave in Chinese Taipei
	2. Olga Savinskaya (Russian Federation) "System of kindergartens as a tool of work/family balance in Russia"
	3. Ah Ley Chua (Malaysia) Maternity Protection in Malaysia
12:30-13:00	Coffee break
13:00-14:00	Session IV. Moderators: Irina Soboleva, Mariko Ouchi, Yuriy Kalik
	Dr. Irina Soboleva "Introduction and consideration of the draft recommendations on provision of decent work during / after maternity and childcare leave"
14:00-16:30	Session V. Discussion and acceptance of the draft



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	recommendations on provision of decent work during / after maternity and childcare leave
	1. Discussion on the draft recommendations 2. Acceptance (Approval) of the draft recommendations
	3. Summing up and closing of the workshop
16:30-17:00	Farewell coffee

G) List of participants of the Workshop

	Name	Economy and Duty
1.	Zheng Yongyan	China P.R. , Ministry of Human Resources and Social Security, Department of Social Insurance Administration, Head of the Division of Investigation and Research
2.	Meng Tong	China P.R. , Institute of International Labour and Social Security, Ministry of Human Resources and Social Security Department, Senior Research Fellow.
3.	Nara Masista Rakhmatia	Indonesia , Ministry of Foreign Affairs, Directorate for Asia Pacific and African Intraregional Cooperation, Head of Section for APEC BMC
4.	Rumondang Haiyani	Indonesia , Ministry of Manpower and Transmigration, Director for Industrial Relations
5.	Ruslan Irianto Simbolon	Indonesia , Ministry of manpower and transmigration, Director General for industrial relations and social security
6.	Andi Awaluddin	Indonesia , Ministry of manpower and transmigration, Directorate general of industrial relations and social security, Head of the Division of international cooperation
7.	Ah Ley Chua	Malaysia , Ministry of Human resources, Labour department, Deputy Director of Labour
8.	Ma. Chona Casis	Philippines , Department of Social Welfare and Development, General Administration and Support Services Group, Assistant Secretary
9.	Kuei-Yen Liao	Chinese Taipei , Council for Economic Planning and Development, Manpower Planning Department, Specialist
10.	Li-Chuan Ho	Chinese Taipei , Council for Economic Planning and Development, Department of Manpower Planning, Senior Specialist
11.	Bui Thi Thuy Chung	Viet Nam , Ministry of Planning and Investment, Department of Labour, Official
12.	Le Kim Dung	Viet Nam , Ministry of Labour, Invalids and Social Affairs, International Cooperation Department, Director General
13.	Olga Savinskaya	Russia , National Research University Higher School of Economics, Department of Sociology, Ass. Prof.
14.	Marina Baskakova	Russia , Institute of Economy, Russia Academy of Sciences, Leading Researcher
15.	Irina Soboleva	Russia , Institute of Economy, Russia Academy of Sciences, Laboratory for Social and Labour Relations, Head of laboratory



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16.	Svetlana Misikhina	Russia , Social Policy Center, Director
17.	Stanislav Stepakov	Russia , Ministry of Labour and Social Protection
18.	Natalia Polteva	Russia , Employment Service of Primorskiy Region, Director
19.	Mariko Ouchi	International Labour Organization , Moscow office, Senior Social Security Specialist
20.	Nadejda Siroed	Russia , Far Eastern Federal University, Social Security chair, Professor
21.	Arthur Nagapetyan	Russia , Far Eastern Federal University
22.	Daria Martiyas	Russia , Far Eastern Federal University
23.	Ksenia Misak	Russia , Far Eastern Federal University
24.	Alina Sokolovskaya	Russia , Far Eastern Federal University
25.	Valeriy Dikarev	Russia , Far Eastern Federal University, Vice Rector
26.	Yuriy Kalik	Russia , Borlas Security Systems Ltd., Project Leader
27.	Vitaliy Merzliakov	Russia , Borlas Security Systems Ltd., Assistant Project Leader
28.	Oksana Ilchenko	Russia , Far Eastern Federal University, Social Security Chair, Ass. Professor
29.	Yana Petrovskaya	Russia , Far Eastern Federal University, Administration Department
30.	Nadejda Vitkalova	Russia , Administration of Primorskiy Region, Department of Education and Science, Dy. Director
31.	Victor Arakaev	Russia , Administration of Primorskiy Region, Organizational Department, Dy. Director

As seen from the list of participants 31 persons took part in the Workshop. There were 10 reports/lectures presented. All participants actively participated in the discussions, exchange of views and opinions.

H) The Workshop in Pictures



Registration of the participants



Opening of the Workshop



Greeting from the Primorskiy Region administration



Greeting from the Ministry of Labour and Social Protection of the Russian Federation



Presentation of the research results by Dr. Irina Soboleva



All attention to the results of the research presentation



Presentation of Ms. Mariko Ouchi, International Labour Organization



Presentation of Mr. Irianto Simbolon, Indonesia



Dr. Svetlana Misikhina reports on Russia steps forward to decent work



Decent work in Malaysia by Mr. Ah Ley Chua



Maternity and childcare leave in Viet Nam, Dr. Le Kim Dung



Decent work in Chinese Taipei presented by Ms. Li – Chuan Ho



on presentations, Ms. Ma. Chona Casis, Philippines

Discussion



Active consideration of presentations and recommendations continues during coffee-breaks



Active consideration of presentations and recommendations continues during coffee-breaks



Conclusions on presentations made by Dr. Svetlana Misikhina

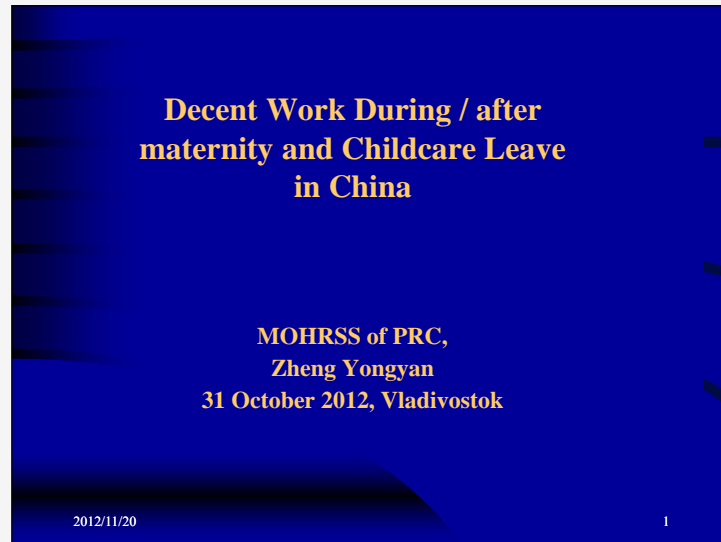


Consideration and acceptance of the draft recommendations of the Workshop is being carried out by Dr. Irina Soboleva and ILO expert Ms. Mariko Ouchi



Most active participants of the Workshop

i) Annex 1



I Experiences and Practices

- Strengthen Legislation in the Field of Maternity and Childcare Leave
- Improve Related Systems and Policies
- Analyze the Characteristics Carefully
- Launch some special programs
- Increase the government financial subsidies

2012/11/20

3

Strengthen Legislation in the Field of Maternity and Childcare Leave

➤ Chapter VII of *Labor Law 1994*.

No night-shift labor and certain rest periods (>7 months of pregnancy)
One hour breastfeeding break each working day (baby under 1 year age)

Avoid physical labor of the third degree of intensity

➤ Chapter VI of *Social Insurance Law 2010*

Worker shall participate in maternity insurance and the maternity insurance premiums shall be paid by the employing entities in accordance with the provisions of the State. The workers need not to pay the maternity insurance premium.

➤ *National Program of Action for the Development of Chinese Women 2011-2020*

The maternity insurance system will gradually cover all the childbearing women in rural and urban areas

2012/11/20

4

Other regulations and Polices

- *Provisional Measures on the Maternity Insurance for Enterprise Employees 1994*
- *Special Regulations Concerning the Labor Protection of Female Staff and Workers 2012.*

Basic salaries shall not be reduced ;
Labor contracts shall not be dissolved. (during pregnancy, maternity leave and nursing period);

Statutory 98 days maternity leave;

Gradually establish: a clinic for female staff and workers, a lounge for pregnant women, a feeding room, a nursery and a kindergarten (where female employees relatively large number)

2012/11/20

5

Improve Related Systems and Policies

➤The procedures in developing maternity insurance system.

- 1 step : strengthen the system construction
- 2 step : expand the coverage
- 3 step : improve benefit level

2012/11/20

6

1 step: Strengthen the system construction: the Maternity Insurance System in China

- Maternity insurance: a social policy guaranteeing female employees' entitlement to economic compensation and health care services during maternity period.
- Benefits: maternity allowance; medical cost for maternity; maternity leave
- Other policies: Protection during pregnancy, childbearing and breastfeeding; Employers shall not reduce salary or dissolve labor contracts.

2012/11/20

7

Maternity insurance for employees

- Coverage: enterprises, government and public institutions private or individual business owners and other organizations
- Fundraising: no more than 1% of total payroll by the employers (The funding rate is determined by the local governments. Average national contribution rate: 0.67% in 2011. Most provinces: 0.5-0.8%)
- Benefits: maternity allowance, medical cost for maternity
- Administration: designated management, direct settlement

2012/11/20

8

Medical cost for maternity

- Medical cost for maternity: check cost ,delivery cost, surgery cost, inpatient cost, prescription charge; and cost on diseases caused by maternity .
- Fixed-amount payment for eutocia and Cesarean section (C.S), etc.
Quota Payment of Specific Diseases

2012/11/20

9

Maternity allowance

- **Payment:** according to employees' average monthly wage in his/her enterprise in the preceding year (or base wage)
- **Period:** Generally 98 days (14 weeks),
1 more month – 9 months (first baby borne when the female after the age of 24 in some province; 1 week – 1 month for male)
Average: 3-4 months
- **Method:** to enterprise or employee



2012/11/20

10

Administration

- Prescription, diagnose item and medical service facility standard of maternity insurance are implemented according to basic medical insurance in principle.
- Designated medical management system
- Direct settlement with medical institutions

2012/11/20

11

2 step: Expand the coverage

- Maternity insurance for employees
- Maternity security measures in basic medical insurance for residents
- Subsidy on inpatient childbearing for rural female

2012/11/20

12

Coverage

- All employers according to the *Social Security Law 2010*
- Only urban enterprises before according to the *1994 Regulation*
- Also including workers in flexible employment now

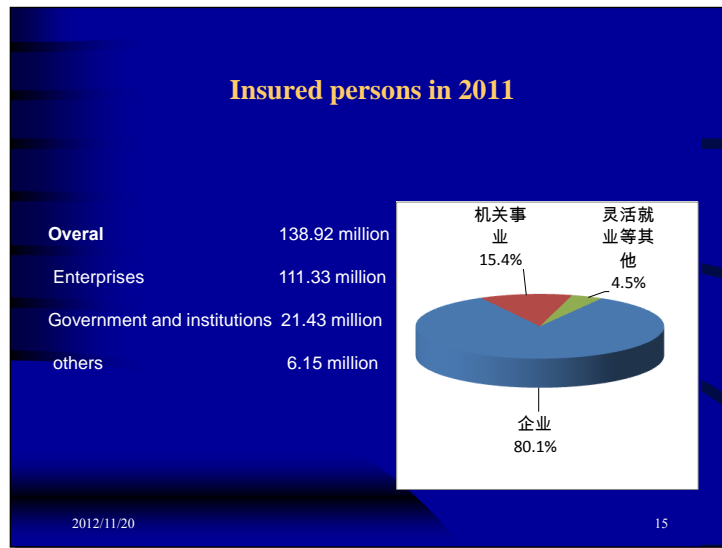
2012/11/20

13

- 2012.9 nearly 150 million employees were covered by the maternity insurance system.

2012/11/20

14



3 step: Improve benefit level

Maternity leave:

Generally *98 days*;
extra 15 days for dystocia and multiparity;
15 days for miscarriages within the first four months of pregnancy;
42 days for later-term miscarriages.

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- Beneficiaries in 2011: 2.94 million person/times (140 million persons) ;

Average: 9,228 RMB (medical cost:1/3, medical allowance:2/3)

2012/11/20 17

Analyze the Characteristics Carefully

- Contribution solely by employer
- Specific group for benefits
- Foreseeable security
- Time for payment
- Certainty of medical service items
- Higher level than medical insurance

2012/11/20

18

Main Functions

- To promote equal employment for female
- To guarantee physical health of employees
- be beneficial for improving population quality

2012/11/20

19

Launch some special programs: Maternity security measures for residents

- New rural cooperative medical insurance fund or basic medical insurance fund for urban residents pays for the medical cost for the maternity of rural or urban **residents (not employees)**.
Mainly medical cost on inpatient childbearing (also prenatal check in the near future).
- **Spouse without employment of the employees:** by the two above-mentioned medical insurance funds, or maternity insurance fund if not covered by medical insurance.

2012/11/20

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Increase the government financial subsidies

- **Specific government subsidy** on inpatient childbearing for rural female who basically do not bear medical cost.

2012/11/20

21

II Problems and Future Trends

- ***Expand the coverage***

The maternity insurance system will gradually cover all the childbearing women in rural and urban areas in order to achieve the development goal of everyone enjoying maternity security.

- ***Improve benefit level***

Government in China is expanding its social spending budgets to deal with the problems.

The gaps in economic and social development levels between China and developed countries shall be highlighted, since China is a developing country.

2012/11/20

22

Thank you!

2012/11/20

23 23

J) Annex 2

THE PROTECTION OF WOMEN WORKERS DURING/ AFTER MATERNITY AND CHILDCARE IN INDONESIA



Indonesian Delegates :

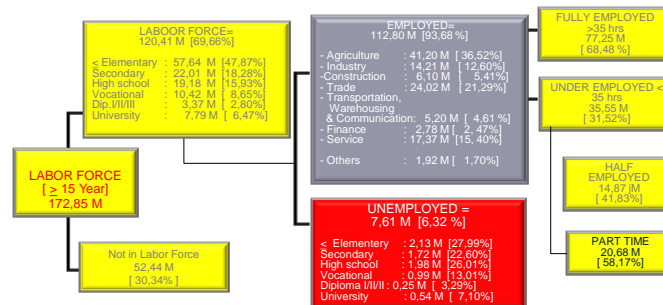
1. Irianto Simbolon, Director General of Industrial Relations and Workers' Social Security Development
2. Haiyani Rumondang, Director of Industrial Relations
3. A.Awaluddin, Head, Sub Division for International Cooperation

The Ministry of Manpower and Transmigration, Republic of Indonesia

APEC Workshop on Decent Work during/after Maternity and Childcare Leave
Vladivostok, 30 October – 1 November 2012

1

Human Resources Profile Of Indonesian



Source : The Central Body of Statics (CBS) – May 2012

▶ 2

CURRENT SITUATION ON SELECTED DATA
ON INDUSTRIAL RELATIONS TOOLS

No.	IR Tools	Total	Remarks
1.	Company Regulation	46.319	
2.	Collective Labour Agreement	11.223	
3.	Bipartite Cooperation Body	13.916	
4.	Tripartite Cooperation Body	33 253	Provincial level Municipal/Regency level
5.	Trade Union		
	Federation	91	
	Confederation	6	
	Company Level	11.852	
	Member	3.414.455	

Source : Directorate General of IRSSD, MOMT, 2012

PREVIEW



- Safe maternity and health care for mother and infant survival is the core of life itself. It is the prerequisite to decent work and productivity of women. For working women, whether it is their active participation in labour markets, the unpaid work they conduct at home or various forms of a typical or self-employed work.
- Balancing maternity and family responsibilities with work is their crucial role.
- Social protection, including the spending on public health and education, access to pensions, and healthcare insurance, can particularly benefit women.

PREVIEW



Maternity protection has 2 (two) aims:

- ▶ to maintain the good health of the mother and her newborn; and
- ▶ to provide a measure for job security (protection from dismissal and discrimination, the right to resume work after birth, and maintenance of wages and benefit during maternity)

ILO, 2009. Gender equality at the heart of decent work. Report VI, International Labour Conference, 98th Session (Geneva), p. 45.

▶ 5

PREVIEW



Two other forms of social protection which particularly affect women **are maternity protection and subsidized childcare**. These protection allow, especially women to maintain their labour force attachment during childbearing and rearing, ensuring that the work and cost of child bearing is shared among male and female workers.

▶ 6

Background:



MAJOR LABOUR LAW and other related regulations :

1. Law on Labour (No. 13 of 2003)
2. Law on the Workers' Social Security (No. 3 of 1992)
3. Law on the Settlement of Industrial Relations Dispute (No. 2 of 2004)
4. Law on the National Social Security System (No. 40 of 2004)
5. Law on the Social Security Executing Body (No. 24 of 2011)

Changing patterns of labour force participation in Indonesia and the rise of women in the labour force has brought issues of discrimination, employment opportunity, work and family issues, maternity, child care, and other protections.

▶ 7

Equal Employment Opportunity (EEO)



The ratification of ILO Conventions No.100 on Equal Remuneration (Law no.80, 1957) and No.111 on Non-Discrimination in Occupation and Employment (Law no. 21, 1999) as well as the Manpower Act 13 of 2003, provides a basic platform for the promotion of Equal Employment Opportunity (EEO) in Indonesia

The Ministry of Manpower and Transmigration has, in fact, administered relevant laws and issued instruction concerning women workers. The Ministry has held a series of workshop in 2002 on EEO, and is working to develop a National Commission on EEO and its own internal structures for gender mainstreaming.

In 2003, a policy on EEO entitled "Strategic Thinking on Advancing Gender Equality in Indonesia: The Ministry of Manpower and Transmigration Perspective" was made.

On 8 December 2005, with the support of ILO, the Ministry of Manpower and Transmigration, Republic of Indonesia, also launched a Guideline on EEO, to guide workers, employers, labour unions, and government on EEO.

▶ 8

PREVIEW



The law should emphasize the respect for human rights, and there should be no discrimination against sex, nation, race, class, ethnic, religion, language, and skin colour.

The protection for women workers is designed, among others, to improve the welfare of employees and their families, and their activities that include developing labour law enforcement and job security, preventing discrimination against women, making sure that women get their rights, either direct economic rights to proper wages for livelihood and career, or indirect economic rights to menstruation and labour leave.

▶ 9

PREVIEW



The legal protection for workers should be referred to the national and international legislations that ensure them of the human rights of women, children, workers, and citizens. Below is a list of national and international legislations that should become a guideline for the development of legal protection, and it should form a platform for promoting equal employment opportunities for all workers.

National Legislation

The 1945 Indonesian State Constitution states that all Indonesian citizens have the right **to a decent work** to improve their welfare.

The Manpower Act No.13 of 2003, Chapter I, General Definition, Article 1.
Law No.7 of 1984 on Anti Discrimination against Women

▶ 10

PREVIEW



In a working condition, a human being, regardless of his or her professional choice and type of work, sex, social and economic status, education, race, ethnic, religion or belief, **should get respect and protection for his or her human rights**. The respect and protection for basic universal principles that is declared in the UN Declaration on Human Rights, and in the Declaration of Anti Discrimination against Women (CEDAW) spells out women's civil, political, and economic rights. The Manpower Act No. 13 of 2003, clearly defines the above respect and protection.

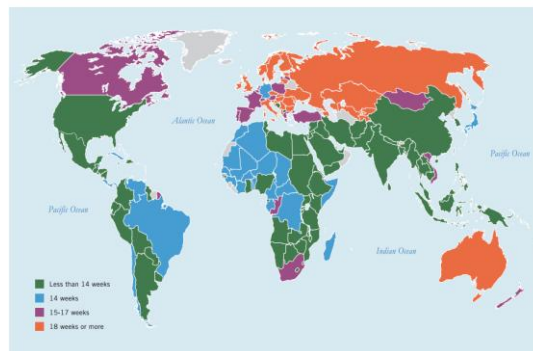
▶ 11

RELATED LABOUR LAW, REGULATION, POLICY, AND PRACTICES OF MATERNITY AND CHILD CARE FOR WOMEN WORKERS



▶ 12

LENGTH OF MATERNITY LEAVE 2006-2007



▶ 13

SIGNIFICANT PROVISIONS AND EMPLOYMENT FOR WOMEN (ACT NO.13 OF 2003)



- ▶ **Article 5** states that every worker has the same rights or opportunity to work without discrimination. Therefore, this article provides ground to **non-discriminatory practices**.
 - ▶ **Article 6** states that every worker has the same rights to equal treatment without discrimination from the employers. Thus, this article is the basis for **non-discriminatory practices**.
- The two articles above, therefore, protect women workers from discriminatory practices.
- ▶ **Article 76 (3) & (4)** regulate **obligation on night work of night shift** performed by women. "Night time" is defined in this Article (3) & (4) as between 11 p.m. to 7 a.m. The regulation states that employers or companies must **protect the health and morality of women workers, by providing nutritious food, protecting the morality and, safety of the women workers, and providing transportation for them.**

▶ 14

SIGNIFICANT PROVISIONS FOR WOMEN



- ▶ Women workers are not obliged to work on the first and second day of their menstruation, if they feel ill or sick because of their period. Leave is contingent on the women workers, provided that she informs her employer of her condition. (see Article 81 - 1). Here it is stated that the application of this article will be regulated in the working contract, company regulation, or collective labour agreement.
 - ▶ The Act stipulates that women are entitled to **a total of 3 months fully paid maternity leave**, one and half months before and after birth. In order to receive this entitlement, the worker must submit an application for leave and a medical certificate from a gynaecologist or midwife (see Article 82 - 1). **Leave may be extended on production of a health certificate certifying that the extension is necessary for the mother's well-being.** For miscarriage cases, a workers is automatically entitled to one and a half months paid leave (see Article 82 - 2)
- The above articles are meant to **improve the health and well-being of women and their children**. In addition to providing time for women to nurse their children, the Government has also set up **day care centers or crèches where women workers could leave their children.**

▶ 15

SIGNIFICANT PROVISIONS FOR WOMEN



- ▶ Employers must also **provide the necessary conditions to enable working mothers to breastfeed their infants**, under circumstances provided the **availability of place to breastfeed in the company's building or will be based on the company's regulations** (see article 83).
- ▶ **Government Regulation No.4 of 1951 and No.24 of 1976** re-affirms **paid maternity leave for government officials**. It states that all women government officials are entitled to 4 - 6 weeks leave before and after delivery, and this is applicable for up to three children only.
- ▶ Article 86 - 1 c states that every worker has the rights to receive protection in relation to safe and healthy working condition, including protection and treatment based on human dignity and religious values.

▶ 16

SIGNIFICANT PROVISIONS FOR WOMEN



- ▶ Article 192 further explains Act No. 13 of 2003 that bring the Manpower Act No. 13 of 2003 into operation. This article is an explanatory text that seeks to clarify the provisions of the Labour Law.

▶ 17

RECOMMENDATION OF POLICY : The Government's Role

- ❑ Undertake, support and disseminate gender-aware analyses of the effect of macroeconomic policies including trade, fiscal, investment and financial policies, as well as social/family policies, on access to decent work and on the level and distribution of reproductive work.
- ❑ Undertake and support the collection of sex-disaggregated data on employment, work conditions, earnings and time use. Improve the identification and discrimination against women workers and address the information gaps on the subject, paying special attention to women in maternity work and childcare basis.
- ❑ Promote the use of such data and indicators, along with qualitative information, in the formation of policies on issues such as access to social protection, social services, union representation and collective bargaining, and the impact of changing work conditions on reproductive work.

▶ 18

POLICY RECOMMENDATION

- ❑ Establish gender-sensitive rules to guide employment practices of domestic and foreign enterprises, including global corporations, by building on existing multilateral instruments such as the ILO conventions on fundamental workers' rights and other conventions with regard to maternity work and child care.
- ❑ Develop and implement gender-aware employment assistance measures and programmes in order to protect, retrain and assist female workers during or after maternity and childcare particularly small and micro-entrepreneurs, in both formal and informal sectors, including through employment creation.
- ❑ Increase the resources allocated for inspection of work sites and enforcement of local labour laws, especially those that relate to fundamental worker's rights as specified on the Declaration on the Fundamental Rights at Work.
- ❑ Increase awareness in labour ministries by increasing financial resources and technical capacities in this area.

▶ 19

POLICY RECOMMENDATION :

The Role of International Organization

- Promote the development and implementation of social policies and social protection systems, that enable men and women to balance both their paid and reproductive work responsibilities.
- Strengthen broad-based participatory policy formulation and decision making processes, involving researchers and civil society, especially labour groups and women's group
- Develop frameworks for evaluating relevant gender-sensitive data, setting up benchmarks and monitoring progress towards decent work of both developed and developing countries as well as countries with economies in transition.

▶ 20

POLICY RECOMMENDATION : The role of Labour Union

- Strengthen coordination between labour unions and both within and across countries in order to ensure more effective mobilization and coherence in dialogues with governments and international bodies.
- Broaden public awareness on the gender dimensions of family policies, economic and social policies by disseminating the key findings of gendered impact assessments in order to generate public action towards holding governments accountable in promoting decent work.

▶ 21

POLICY RECOMMENDATION : The role of Labour Union

- Provide training to members on relevant economic issues and gender concerns in order to have broader participation and active engagement in dialogues with governments and international bodies and to be able to monitor their actions.
- Work towards broadening their membership base particularly in increasing the participation of and providing voice to women and men workers in contingent, subcontracted and precarious informal sector jobs.
- Undertake and support action research projects that enable labour unions to evaluate policy and programme impacts in terms of the rights of women workers and use such analysis for the development and formulation of aware policy and programme recommendations. .

▶ 22

CONCLUSION :

1. Support breastfeeding and maternity protection to implement principles of maternity protection, and take steps to promote it continuously at work places.
2. Undertake educational campaigns on the importance of maternity leave, safe and healthy working conditions and workplace breastfeeding support.
3. Train health workers on safe working conditions to protect pregnant workers.
4. Introduce measures to enable women to breastfeed at work.

▶ 23

CONCLUSION

5. Take steps to ensure that during maternity, the job and livelihood of women workers are secured.
6. Establish policies and measures to enable parents to provide care for their children without economic risk, e.g. parental, paternity, family, annual and sick leave with pay.
7. Put national and local policies and measures in place to make childcare available, affordable and of high quality, to meet the needs of children and working parents.

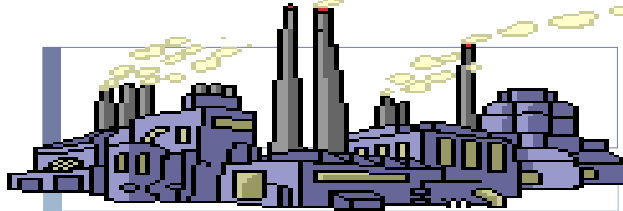
▶ 24

CONCLUSION

8. Provide access to information, education and services at workplaces about pre- and post-natal health and care for sick children;
9. Promote safe and healthy working conditions on the importance of breastfeeding and hygienic feeding practices;
10. Conduct trainings for health workers and other Occupational Safety and Health (OSH) personnel at the workplace.

▶ 25

THANK YOU



26

K) Annex 3

MALAYSIA COUNTRY PAPER

**APEC WORKSHOP
“Decent Work during/after
Maternity
and Childcare Leave”
October 31 – November 1, 2012
Vladivostok,**

1

Introduction

**To share the Malaysian
experience in providing
maternity protection to
female employee in the
private sector.**

2

Introduction

In providing decent work to the female workforce, Malaysian Government through the Labour Legislations has ensured that the female employee has been given some protection, especially the maternity protection .

3

The Legislations

The law on maternity protection for female employee in the private sector are provided under the following legislations:-

Employment Act 1955 in Peninsular Malaysia;

Labour Ordinance Sabah in Sabah; and

Labour Ordinance Sarawak in Sarawak.

The Legislations

In these 3 legislations, maternity protection can be generally outlined in 3 main areas as below:-

a) Maternity leave entitlement;

b) Payment of maternity allowances; and

c) Restriction of termination of female employee during/after maternity leave.

Scope of Coverage

In the recent amendment to Employment Act 1955 which came into force on 1 April 2012, the maternity protection for female employee has been extended to every female employee who is employed under a contract of service irrespective of her wages.

Scope of Coverage

Under the Labour Ordinance Sabah and Sarawak, the maternity protection covered female whose wages does not exceed Ringgit Malaysia 2,500.00 per month irrespective of her occupation or female employee, irrespective of her wage per month who is engaged in manual labour.

Maternity Leave

Under the above 3 legislations, female employee is entitled to not less than 60 days of maternity leave for each confinement .

Maternity Leave

Trade union and NGO have urged the Government to extend the maternity leave of 60 days to 90 days but the Government yet to commit itself to extend the maternity leave to 90 days.

Maternity Leave

They are employer and trade union through their collective agreement has provides maternity leave of not than less 90 days to their female employee.

Maternity Leave

A female employee can commence her maternity leave not earlier than 30 days immediately preceding her confinement or later than the day immediately following her confinement.

Maternity Leave

An employer upon certification of a medical doctor, as a result of the female employee advance state of pregnancy, may require the female employee to commence her maternity leave not earlier than 14 days preceding her date of confinement.

Maternity Leave

Before 1 April 2012, to qualify the meaning of confinement under the Employment Act 1955, the female employee needs to have at least **28 weeks** of pregnancy. With the latest amendment which comes into force on 1 April 2012, the period of pregnancy has been reduced to **22 weeks**.

Payment of Maternity Allowance

A female employee shall be entitled to receive her full wages during her 60 days of maternity leave from her employer if-

- (a) she has been employed by the employer for a period of, or period amounting in the aggregate to, not less than 90 days during the 9 months immediately before her confinement; and
- (b) She has been employed by the employer at any time in 4 months immediately before her confinement.

Payment of Maternity Allowance

A female employee shall not be entitled to maternity allowance if at the time of her confinement she has 5 or more surviving children.

Restriction of termination of female employee during/after maternity leave

Any employer who terminates the service of his female employee during her maternity leave commits an offence under the law.

Restriction of termination of female employee during/after maternity leave

When a female employee remains absent from work after the 60 days maternity as a result of illness certified by a medical doctor to arise out of her pregnancy and confinement and to render her unfit to work, it shall be an offence, until her absence exceeds a period of 90 days after the 60 days maternity leave, for her employer to terminate her service.

Child Care leave

Malaysian Labour Legislations do not provide Child Care Leave for the female worker after her maternity leave. Rarely, in some Collective Agreement, unpaid or reduce pay child care leave may be provided. They are cases, under the Collective Agreement Child Care subsidy has been pay to the female employee.

CONCLUSION

Malaysia as a developing nation needs to maintain its competitive edge to attract FDIs. Some employer worry that by providing legal right of additional maternity leave, it will cripple business and cause losses. Since Malaysian Labour Legislations allow employer and employee to negotiate for a longer maternity leave, in which they have done so, as such ratifications of core labour standards to provide legal longer paid maternity leave have to be synergised with its vision and economics policies while not jeopardising workers and employers interests.

Thank you



I) Annex 4




**Decent work during and after
maternity and childcare leave
in APEC economies**
Findings of Expert Survey

*Marina Baskakova
Irina Soboleva
Institute of Economy
Russian Academy of Sciences*

Vladivostok 31 October 2012

Project participants

1	Australia	Australia	
2	Chile	Chile	
3			China
4	Indonesia	Indonesia	Indonesia
5		Japan	
6	Malaysia	Malaysia	Malaysia
7		Mexico	
8			Peru
9			Philippines
10	Russia	Russia	Russia
11		Singapore	
12	Chinese Taipei	Chinese Taipei	Chinese Taipei
13	Tailand	Tailand	Tailand
14			Viet Nam

Facets of decent work

- a fair income
- security in the workplace
- social protection for families
- better prospects for personal development and social integration
- freedom for people to express their concerns, organize and participate in the decisions that affect their lives
- equality of opportunity and treatment for all women and men

Ratification of the Relevant UN and ILO Conventions

Economy	CEDAW	Discrimination (Employment and Occupation) (No. 111)	Workers with Family Responsibilities (No. 156)	Maternity Protection (No. 103)
Chile	1989	1971	1994	1994
RF	1981	1961	1998	1956
Australia	1983	1973	1990	-----
Korea	1984	1998	2001	-----
Papua New Guinea	1995	2000	-----	2000
Peru	1982	1970	1986	-----
Canada	1981	1964	-----	-----
China	1980	2006	-----	-----
Indonesia	1984	1999	-----	-----
Japan	1985	-----	1995	-----
Mexico	1981	1961	-----	-----
New Zealand	1985	1983	-----	-----
Philippines	1981	1960	-----	-----
Viet Nam	1982	1997	-----	-----
Malaysia	1995	-----	-----	-----
Singapore	1995	-----	-----	-----
Thailand	1985	-----	-----	-----
Brunei Darussalam	2006	-----	-----	-----
United States	-----	-----	-----	-----

Two angles of the problem

Protection of women rights and specific needs while on the job

- protection from discrimination
- transfer to suitable work during pregnancy period
- opportunities for breastfeeding
- flexible employment patterns
- providing maternity and childcare leave

Facilitating access to decent work for those temporary out of the labour force through

- access to childcare
- training / retraining / skill upgrading programs
- promotion of women-friendly access to self-employment
- providing professional consultations
- assistance in job search

The first angle implies a trade-off between caring about women and their specific needs and labour market competitiveness of women

Ways to overcome the trade-off

- shift from special benefits for women to special parental benefits / *engaging fathers in family life*
- placing the burden of special benefits out of the employers' competence (benefits should be provided from social insurance or public funds)
- vast popularization of the gender-related angle of corporate social responsibility / *so that 'gender responsible' employers gained 'reputational capital' bringing profits*

Australia	18 weeks	minimum wage	state
Brunei Darussalam	9 weeks	full wage	employer
Canada	17 weeks	55%	unemployment insurance
Chile	18 weeks	full wage	social security
China	13 (17)weeks	full wage	social security
Chinese Taipei	8 weeks		both
Hong Kong, China	10 weeks	80%	employer
Indonesia	13 weeks	full	employer
Japan	14 weeks	30%	state& unemployment insurance
Korea, Republic of	13 weeks	full wage	unemployment insurance
Malaysia	9 weeks	full	employer
Mexico	12 weeks	full wage	social security
New Zealand	14 weeks	full wage ceiling	state
Papua New Guinea	6 weeks	-	-
Peru	13 weeks	full wage	social security
Philippines	6 weeks	full wage	social security
Russia	20 weeks	full wage ceiling	social security
Singapore	16 weeks	full wage ceiling	employer
Thailand	13 weeks	full wage	both
United States	12 weeks	-	-
Viet Nam	26 weeks	full wage	social security

Childcare leave

	Duration	Who has right	Common practice
Australia	Separate periods of 12 months' for each	each parent	mother
Chile	2 years or 730 days	each parent	mother
Indonesia	2 days	each parent	both take in turn
Japan	until the child reaches one year	each parent	mother
Malaysia	90 days (unpaid) and up to 5 years	only the mother	mother
Mexico	on agreement	only the mother each parent	mother
Russia	until the child reaches 3 years	each parent	mother
Singapore	6+6 days	each parent	both take in turn
Chinese Taipei	2 years (if the child under 3-year old)	each parent	mother

Man on childcare leave

- According to **Chilean** Security Superintendent data, since the approval of the new maternity benefit law (October, 2011) to May of 2012, only 6 fathers have used their paternity benefit (permission) versus 59.718 mothers
- In **Russia** according to HeadHunter survey data 44% of male respondents approve the idea of taking childcare leave to look after their children and 7% have actually used it.
However according to Rosstat the share of fathers on childcare leave fluctuates between 1% and 2% of all childcare leave holders.

Australia	+	+	+	+
Brunei Darussalam	+?		-	
Canada	+		+	
Chile	++	+	+	+
China	++		+	
Chinese Taipei	+	+		+
Indonesia	+	+	-	+
Japan	+	+	-?	+
Korea, Republic of	++		+	
Malaysia	-	-	+	-
Mexico	+	--	+	-
New Zealand	+		+?	
Papua New Guinea	+		+?	
Peru	+		+	
Philippines	+		-	
Russian Federation	++	+	+	+
Singapore	+	+	-	-
Thailand	+	-	-	-
United States	+		+?	
Viet Nam	++		+	

Banning on dismissal of pregnant women (case of Chinese Taipei)

No employer shall, even by advance notice to a worker, terminate a labor contract unless one of the following situation arises:

- The business ceases to operate or has been transferred
- The business suffers an operating loss or contraction
- Business suspension for more than one month is necessitated by force majeure
- A change in business nature requires a reduction of workers and the particular workers cannot be assigned to another suitable position
- A particular worker is clearly not able to perform satisfactorily the duties required of the position held

Banning on dismissal of pregnant women (case of Brunei)

- Dismissal of a female employee **without sufficient cause** within a period of 3 months before her confinement is forbidden
- An employer who dismiss a female employee without sufficient cause is guilty of an offence and liable on conviction to a fine not exceeding \$5,000, imprisonment for a term not exceeding one year or both (*Employment Order 2009 99*)
- **Burden of proof:** the onus of providing proof of infringement of any of the provisions of the Employment Act shall be on the person who alleges it (*Employment Order 2009 114*)

Australia	+	+	?
Brunei Darussalam	-	-	-
Canada	+	+	?
Chile	+	+	+
China	+	-	+
Chinese Taipei	+		+
Indonesia	-	-	+
Japan	-?	+	+
Korea, Republic of	+	+	+
Malaysia	+	-	-
Mexico	+	-	+
New Zealand	+?	+	+
Papua New Guinea	+?	-	+
Peru	+	-	+
Philippines	-	-	-
Russian Federation	+	+	+
Singapore	-	--	?
Thailand	-	-	?
United States	+?	-	+
Viet Nam	-	-	-

Programs to obtain decent work			
Economy	After maternity leave	After childcare leave	For lone mothers
Australia	+	+	+
Chile	-	+	+
Indonesia	+	+	-
Japan	-	+	+
Malaysia	-	-	+
Mexico	-	-	+
Russia	+	+	+
Singapore	+	?	+
Chinese Taipei	+	+	+
Tailand	-	-	-

Programs to obtain decent work after maternity leave		
Economy	Any programs?	Source of financing
Australia	+	By the state
Chile	-	
Indonesia	+	Both (state & otherwise)
Japan	-	
Malaysia	-	
Mexico	-	By the state
Russia	-	
Singapore	+	Both (state & otherwise)
Chinese Taipei	+	Otherwise
Tailand	-	

Programs to obtain decent work after childcare leave			
Economy	Development of childcare facilities	training / retraining / skill upgrading	promotion of self employment
Australia	+ (state)	+ (state)	+ (state)
Chile	+ (state)		
Indonesia	+ (employer)		
Japan	+	+	
Malaysia			
Mexico			
Russia	+ (state)	+ (state)	
Singapore			
Chinese Taipei		+ (employer)	
Tailand			

Child Care Masterplan (Singapore)
<ul style="list-style-type: none"> • Accessibility through the development of more child care centres (200 new child care centres in five years) • Affordability: <ul style="list-style-type: none"> – universal subsidies for full-day child care and infant care of up to \$300 per child per month and \$600 per child per month respectively – ComCare's Child Care Subsidy is available for lower income families • Quality: Higher educational and qualification requirements for child care teachers from 2009. A teacher-child ratio has also been introduced to ensure that there are adequate trained teachers in child care centres. MCYS also launched the Early Years Development Framework (EYDF) in 2011, the first national-level framework in Singapore for the care and development of children in the early years (2 months to 3 years of age) in childcare centres. A series of training programmes are progressively being rolled out to upgrade the skills of those working with young children aged 2 months to 3 years. • Baby Bonus Scheme: helps to defray the cost of raising a child by providing a cash gift and a co-savings component in the form of the Child Development Account

Main strategy in provision of care for small children			
Economy	Stimulating mothers to stay home looking after children	Extending access to childcare facilities	Supplying additional childcare benefits for low-income families
Australia		+	
Chile		+	
Indonesia		+	+
Japan		+	+
Malaysia		+	
Mexico		+	+ (++)
Russia	+	+	-
Singapore		+	+
Chinese Taipei	+ (2)	+ (1)	
Tailand	+		

NGOs dealing with decent work for women during and after childcare leave		
Economy	NGOs	State support for NGOs
Australia	+	+
Chile	+ (childcare)	+
Indonesia		
Japan	No data	
Malaysia	-	
Mexico	-	
Russia	+	+
Singapore	+ (skill upgrading)	-
Chinese Taipei	+	+
Tailand	No data	

NGOs best practice

Australia

Home Interaction Program for Parents and Youngsters (HIPPY) is a two-year home-based parenting and early childhood enrichment program that empowers parents and carers to create a positive learning environment and offers some of them a supported pathway to employment and local community leadership

Chile

“Integra” is a nonprofit early education institution lead by the First Lady, Cecilia Morel. More than 70 thousand boys and girls daily attend to 985 educational centers in 312 towns and more than 14 thousand of workers (98% of them are women) are the main beneficiary

Singapore

The NTUC Women’s Development Secretariat encourages women to return to work. Programme 9 focuses on skills acquisition so that women can enjoy greater job and income stability. It is engaged in tripartite efforts to provide flexible work arrangements for women with family commitments.

Socially responsible companies providing assistance to employees with small children			
	responsible companies	encouraged by the state	National or foreign
Australia	Only few	no	no difference
Chile	Only few	yes	no difference
Indonesia	Many	no	Hard to say
Japan	Many	yes	no difference
Malaysia	Only few	?	national
Mexico	No (Only few)	yes	Foreign (no difference)
Russia	Many	yes	no difference
Singapore	Many	yes	Hard to say
Taipei	Many (Only few)	yes	(no difference)
Tailand	Only few	no	Foreign

Flexible work options offered by Westpac (Australia and New Zealand)

- Parental leave of 2 years (including 13 weeks fully paid parental leave including superannuation).
- 39 weeks of employee superannuation contributions in addition to existing parental leave entitlements.
- The right to request part time work after a period of parental leave until the child starts school, and then return to a full-time position comparable to the one held before starting parental leave.
- Support for employees returning to work after a period of parental leave such as the establishment of a parental leave program for employees and managers; [toolkits containing advice on flexible workplace options prior to taking leave](#); and Mothers' and Fathers' Forums to discuss options/solutions for the challenges faced by working parents
- Access to [job-sharing](#), [telecommuting](#), [condensed work hours](#), [flexible start and finish time](#), [career breaks for up to 12 months](#), and [purchased leave](#) for up to eight weeks.
- Access to Westpac owned [corporate child care centres](#) throughout Australia

Good Labor Practices Program with gender approach and conciliation seal (Chile)

State program offered by Women's National Service of Chile works with a group of big public and private companies to contribute in gender equality in the work environment.

Main Directions:

- Gender approach in personal recruitment
- Promoting training
- Balanced number of man and woman in leadership positions
- Safeguarding maternity rights
- Work/Family conciliation initiatives

It aims to contribute the cultural change with the purpose of generating real advances towards equality in both paid job and unpaid domestic work. The participating companies don't receive any monetary incentive, but they do receive a "Men and women equity seal" (Sello de igualdad entre hombres y mujeres).

Best enterprise for working mothers (Russian Federation)

- Competition 'Best enterprise for working mothers' first started in Moscow on joint initiative of the Moscow Government, Moscow TU association and Moscow Confederation of Employers
- Participating firms are supposed to demonstrate innovative corporate policies creating friendly environment for working mothers
- Winners are announced during acknowledgment ceremony in the following nominations: social guarantees, career development, health, family policies, innovations
- **Separate awards are intended for the best organization providing social services and for the most socially responsible small enterprise**
- Participation grew from 134 firms in 2009 to 153 in 2010 and 192 in 2011.
- From 2011 same type of competition started in Bashkortostan region and from 2012 in Krasnodar region

Programs for lone mothers

Australia

- From 1 January 2012 targeted assistance is available for single parents on income support, including additional training places and access to Career Advisers for grandfathered parenting payment recipients
- **Supporting Jobless Families measure (a high proportion of jobless families are headed by sole parents)** is to increase the ability of parents to find work when their youngest child turns six

Malaysia

- Special Assistance Scheme for Single Mother
- Incubator Skill Program for Single mother
- From SOHO to SOGO Program

Programs for lone mothers

Mexico

Local governments and the Federal District have programs which. The Comprehensive Care Program for Lone Mothers Who Are Heads of Household (PAIMS) provides economic aid (a monthly support in kind equal to four minimum wages) as well as psychological, legal and health support, education and training to lone mothers

Singapur

There are NGOs which provide support for single mothers. **One such NGO is the NTUC WDS** which runs programmes such as the "WeCare for U Project"¹² to reach out to and assist single mums to build greater resilience and independence.

Chinese Taipei

There is an entrepreneurship program which is encouraging lone mothers to participate in and the government will pay for the interest of the loan for the first 3 years

Positive role of TU and women movement

Economy	Trade unions	Women movement
Australia		+
Chile		+
Indonesia	+	
Japan		
Malaysia		
Mexico	+	
Russia		+
Singapore	+	+
Chinese Taipei	++	
Tailand	+	+

Thank you for your attention!

Comments are welcome!

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M) Annex 5

Russia: steps forward to decent work during/after maternity and childcare leave

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1

Social protection for families during Soviet time

- **Equal treatment of men and women**
 - recruitment, access to employment, wage, vocational training etc.
 - but excluding maternity/childcare leave and benefits
- **Maternity and childcare leave for employees**
 - Paid: 56 days before child delivery & 56 days after (in a normal case)
 - 70 and 70 in case of a complicated or a multiple delivery
 - Non-paid childcare leave before completion of child age of 12 months
- **Maternity benefit for employees during paid maternity and childcare leave**
 - From 1970s - rate of the benefit has been increased up to 100% of wage
- **Free of charge medical care**
- **Benefit in case of child sickness (years of service)**

2

Social protection of families during transition (1)

- **Reform of social protection**
 - **Increase of maternity/childcare leave**
 - Paid:
 - 70 days before child delivery
 - 84 in case of a multiple pregnancy
 - 70 days after child delivery
 - 86 days in case of a complicated delivery
 - 100 days in case of a multiple delivery
 - Paid childcare leave before completion of child age of 18 months
 - Non-paid childcare leave before completion of child age of 36 months
 - **Maternity/childcare benefit for non-employees (rate of benefit in 2012 - 300 Rub. (12,6 international US\$))**

3

Social protection of families during transition (2)

- **New types of social protection**
 - **Monthly child allowance for children from poor families**
 - About 4% of child living standards in 2002
 - Now is in regional responsibility
 - High regional variation in size
 - In Moscow – 750 Rub. (32 international US\$ or 10% of child living standards)
 - In Altai Republic – 85 Rub. (3,6 international US\$ or 1,6% of child living standards)
 - **Lump-sum benefit to women have been registered in medical institutions before completion of pregnancy duration of 12 weeks – 465 Rub. (20 international US\$) in 2012**

4

New steps forward to decent work during/after maternity and childcare leave (1)

- **Starting from 2007 an increase of size of a set of benefits**
 - **Lump-sum benefit in case of child delivery**
 - 12405 Rub. (521 international US\$) in 2012
 - **Benefit for childcare before completion of child age of 18 months**
 - 40% of wage
 - Minimum size for the employees
 - 2326 Rub. Per month for the 1st child (100 international US\$)
 - 4652 Rub. for the 2nd and each subsequent child (about 200 international US\$)
 - Maximum size for the employees 13583 rub. (581 int. US\$)
 - For the non-employed
 - 2326 Rub. for the 1st child and 4652 Rub for the 2nd...

5

New steps forward to decent work during/after maternity and childcare leave (2)

- **Starting from 2007 not only mothers but fathers as well**
 - Are entitled for
 - A paid childcare leave before completion of child age of 18 months
 - A non-paid childcare leave before completion of child age of 36 months
 - All the benefits connected with child adoption or creation of a foster family
 - Monthly benefit for childcare before completion of child age of 18 months

6

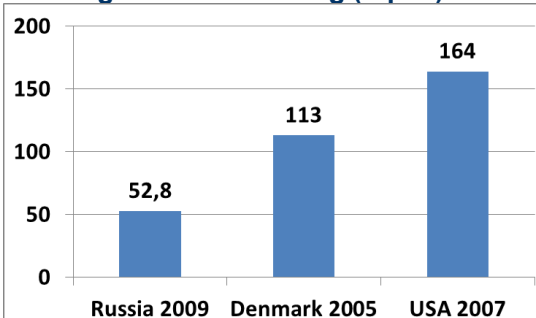
New steps forward to decent work during/after maternity and childcare leave (3)

- **Maternity capital (certificate)**
 - Conditional lump-sum benefit for the 2nd child delivery
 - Introduced in 2007 and financed from federal budget
 - Non-taxable
 - Indexation by inflation rate
 - 387640 Rub. (16290 international US\$) in 2012
 - Enough to buy 8 sq. m of dwelling or 15% of average apartment size

7

New steps forward to decent work during/after maternity and childcare leave (4)

- **Average size of dwelling (sq. m)**



8

New steps forward to decent work during/after maternity and childcare leave (5)

- **Maternity capital**
 - Directions of possible spending of benefit
 - For dwelling purchase or construction (including mortgage loan repayment)
 - For child (children) education
 - For creating accumulated pension for a mother
 - Period of spending
 - After completion of child age of 36 months
 - In 2008
 - lump-sum payment 12000 Rub. in the period of crisis
 - A possibility to use for mortgage loan repayment before completion of child age of 36 months

9

New steps forward to decent work during/after maternity and childcare leave (6)

- **From 2007 a reimbursement of parents expenditures for preschool childcare**
 - For the 1st child 20%
 - For the 2nd – 50%
 - For the third and each subsequent child – 70%



10

New steps forward to decent work during/after maternity and childcare leave (7)

- **From 2013**
 - Free of charge land plot delivery to the families with 3 and more children including for construction of dwelling
 - Introduction a monthly benefit for the 3^d and each subsequent child (up to completion the child age of 36 months)
 - The size of benefit should be equal to living standards of a child

11

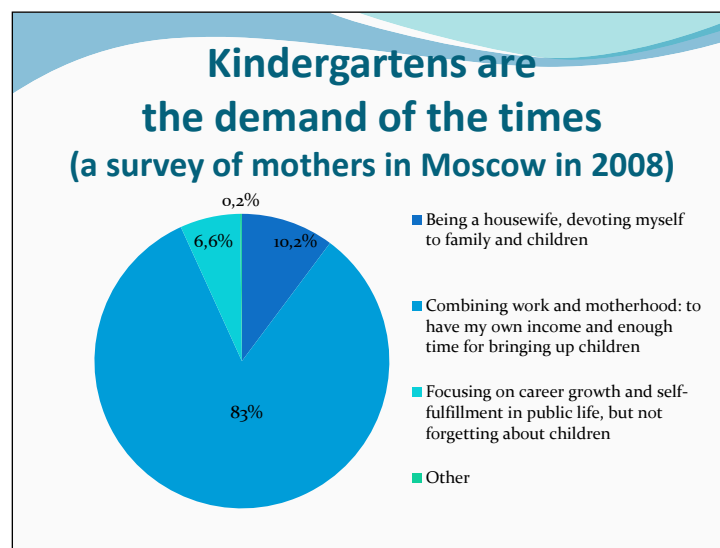
N) Annex 6

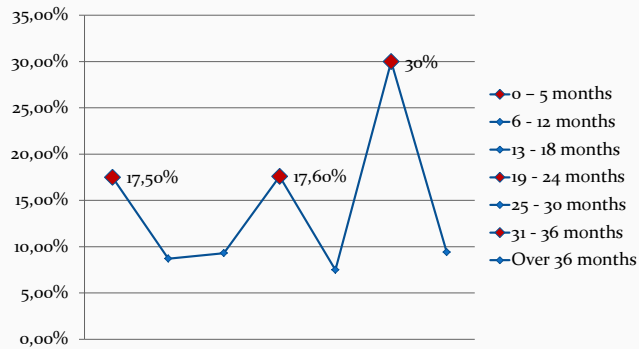
System of kindergartens as a tool of work/family balance in Russia

Olga Savinskaya, PhD,
National Research University
Higher School of Economy

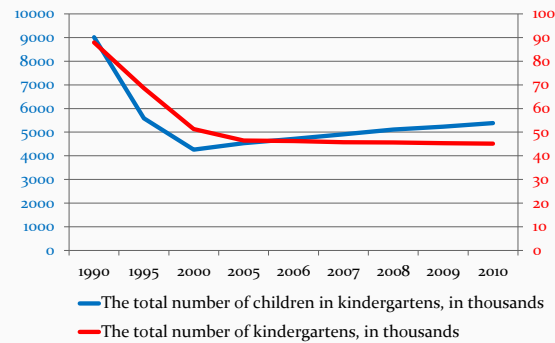
Vladivostok, October 30 – November 1, 2012



Duration of the childcare leave (a survey of mothers in Moscow in 2008)



Kindergarten system evolution during last years in RF



Kindergarten system evolution during last years in RF

**The size of Waiting list for
kindergarten attendance in
Russian Federation
for the beginning of 2011 r. –
2 145 000 children**

Reconciliation of workplace and kindergarten regimes: challenge by municipals

Moscow case.

The regime of Moscow municipal kindergartens:

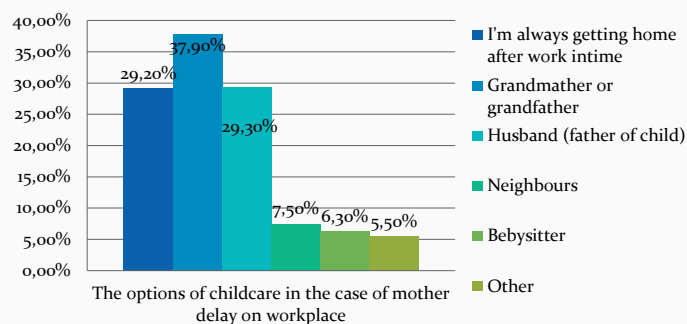
8,8% - 24 hours of attendance

74,9% - 12 hours of attendance (from 7 a.m. to 7 p.m.)

16,3% - 1-3 hours of attendance (short-term groups)

«I have to find a babysitter to pick up my baby from kindergarten. Our kindergarten is working till 7 p.m., but the announcement in the playing room is said "children leaving is from 5 till 6 p.m., preparing of educators for the next day is from 6 p.m. till 7 p.m." It is very inconvenient in current lifestyle, almost everyone is working from 10.00. till 7 p.m. And I can't bring my daughter later than 8.30. I'm on the workplace on 9.00. But my work starts just at 10.00.» (<http://forum.nanya.ru/index.php?showtopic=88122>)

Reconciliation of workplace and kindergarten regimes: answer of mothers



Education Vs. Safety caring



Development of
children skills and
habits

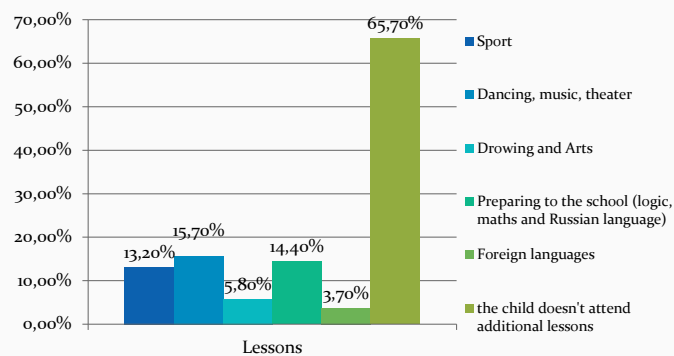
Parents occupation
and economical
independence

Parent payment

According to 2006 Federal Government Resolution «On list of expenses that must be taking into account for parent payment establishment ...»: Parent should pay just 20% of the cost price of child keeping in a kindergarten.

In rich regions, the level of parent payment for municipal kindergarten is rather insignificant for family budget – 30-40\$ per month.

Attendance by children of additional lessons



Collaborating with other municipal departments

- Prophylactic medical examination in kindergartens
- Student theater performance
- Student musical concerts and learning lessons
- Family sport contests

The near future

- Development of private kindergartens and child centers for caring and education
- Development of governmental service of certified nursing and baby-sitters.

Thank you for attention!

Questions?

savinskaya@gmail.com

O) Annex 7

"The problem of decent work for women with small children: modern scientific approaches"

Oksana Ilchenko

Far Eastern Federal University

Modern society has dilemma: despite the importance of saving links woman with a small child with the labor market, it is necessary to stimulate her to have children in the future. Therefore, the development of mechanisms of women's employment regulation should be based on the social role of women in family and society.

There are 3 modern scientific approaches about the problem of Decent work during/after maternity and childcare leave: the first is about manage of women's employment, the second is focused on the problem of gender asymmetry in the labor market, and the third one is interested in definition of "child care jobs."

Briefly describe all approaches.

First approach is management of women's employment.

Scientists find that employment of women is the part of "problem" category, because mothers with small children are characterized like low mobility, have reduced professional abilities, lack of professional skills, high level of unemployment.

In the background of changing women's social status there is a contradiction between family and career. However, the contradiction is not only to choose between a career and a family, but much deeper – type of the family. Russian scientist Silaste says, that today "young women aspire to egalitarian type of family, while men are guided by traditional type of family." However, regardless of the type of family woman performs most of functions in it. A children birth puts additional functions at a woman.

After maternity and Childcare Leave women become socially more vulnerable, as facing a number of problems. Some of them are:

- Financial situation is the main cause why many mothers want to stop take care of a child and would like to go to work early;
- In spite of the declaration of the principle of equal rights and opportunities women feel discrimination of their social rights;
- The problems of finding work are complied with difficulties in finding a place to day care for child;
- In the situation with lack of places in kindergarten there is alternative to invite governess (nanny), but it has significant affects to the family budget;
- Low-mobility, territorial binding to kindergarten also limits women ability to find work;
- Some women have problem to find decent work because they can not work overtime, in the weekends, at night.

So, we can say that women with small children are social group who have extremely many difficulties in the employment process.

In this case scientists conduct a lot of researches. They interview women and implores.

According to these surveys interviewed women noted that the government should help them with employment, and they need special work conditions.

Studies also show that women want to choose profession that allows them to stay at home with the child, it is important to them to have decent job with flexible schedule, work a few hours a day. A lot of women would like to retrain for future employment (Professor Vorobyov, 2011).

Scientists also interviewed employers. According to the study, most of employers have women with small children as a staff. Employers note such positive features of this social group as capacity for work, communication skills, stress

tolerance and strong desire for work. At the same time, employers point out such negative features like being late to work, go on sick leave, unplanned vacation (Professor Vorobyov, 2011).

The results of the survey of employers indicated that they are ready to give job to women with small children, but **only if woman can prove that she is a valuable worker**. In addition, employers do not want to provide non-stationary jobs for women, or at least they may consider part-time options.

Thus, the analysis of the scientific literatures and the results of the research give us figure out four groups of measures aimed at improving the situation.

First group is organizational and administrative measures. It includes creating of the bank of jobs, profiling, and training; organize pre-school education and daily care centers for children. Perhaps the most important is the creation of "Bank of jobs," which will have offers about part-time jobs, as well as proposals from government profiling, training measures.

The second group is economic measures. These group includes flexible, free-line, part-time work. It will have benefits and advantages. They are: the successful combination work with personal and family needs, quickly response to changes in the labor market.

The third group is information measures. It includes career guidance, information documents about state guarantees for women and their families, on-line information.

The fourth group is socio-psychological measures. It includes consultations and "Hot Line phone". This group involves the creation of some services, where women can receive professional consultation given by psychologists, lawyers. Consultation can be of individual or on-line type.

We should also remember about control measures. In this case, scientists propose the diagnosis of social well-being of women with small children.

The second scientific approach emphasizes on gender asymmetry in the Russian labor market.

Scientists working in this direction are emphasized that officially approval gender equality has declarative character. Historical context of industrialization, World War 2 and post-war reconstruction led to the fact that by the early 70's of the twentieth century Soviet Union had world's highest employment rate of working women. This fact led to the decline of the fertility rate. In response, the government took various legislative measures designed to ease the burden of family cares for women and encourage fertility. Many of these benefits, for example, the use of staggered working hours for women with children or additional holidays, were not provided, but led to the fact that women were considered like lower quality personal than men. Nevertheless, by the end of the 80's about 92% of women were busy at work. This figure was 30-40% higher than in the other developed economies.

In XXI century the transition of the socio-economic situation leads to huge changes in labor market, so women have begun to dominate in the unemployed groups; they have had majority in the working class without access to minimum of social benefits.

Still now women are often discriminated in the labor market. Discrimination theory explains the differences between men and women earnings be 2 ways, on the one hand, the differences are explained by measured factors such as education, age, occupation, experience, economic sector. On the other side - there are "unexplained" factors that cannot be measured and explained; they are just the result of discrimination of women.

Working women with small children pay "penalty for motherhood". It means that salary of woman with child is less than salary woman without child. Opposite fact is that man, becoming a father gets a "prize for fatherhood": his salary is higher than the salary of men without children.

According to research men in families with children on average earn more than in the family without children. It was proved that, men who have children smaller than 3 years old earn more than those who have children from 3 to 14 years old. For women, the situation is completely different: from the first child women's earnings are reduced and the smaller the child, the greater is the fall. Thus, the first child reduces mother's earnings by 17 percent, and the second - already at 23% (Professor Abasieva, 2011).

The third scientific approach emphasizes the importance and value «child care jobs» for parents and society.

Scholars identified two forms of the «child care jobs», they are: public and domestic. Both forms of the «child care jobs» should be seen not as interchangeable, but rather as complementary. In this approach, providing the protection of working mothers is not excluded from the process of the child care. So, optimal division of functions between the family and the society should be found.

According to the researches the time spent now on child care is less than it was some years ago, but it is still big enough and it depends on child age. So, for 18 year old child mothers spend 1.5-2.5 hours to take care of him, if the child is smaller than 7 years old it takes 5-7 hours, and for children aging smaller than 3 years, mothers spend 8-10 hours per day. The second child increases the time for 1-1.5 hours a day, and the totally spent time can reach 9-12 hours per day. That's why, if mother wants to continue her work, she has to ask somebody to help her to take care about children.

a) In that case scientists proposed two ways to reduce stress on the working mother: 1 - to development the institute of professional governess and 2 - to increase mechanization of household work.

b) In Russia woman often ask her relatives to help her with child while she is working. In some foreign economies there is practice to guaranty a place in special state-subsidized kindergartens to children over 1 year old if their mother is working.

Thus, a brief analysis of modern scientific approaches allows to make some conclusion - labor market for women can not operate like for other groups. Government should take care about them by active social policy. Effective collaboration in the field depends on the degree of interest of all players like government, employers and employees.

Efforts in this direction will allow, on the one hand, to increase motivation of young women to give birth to the next child, on the other hand, to increase women's participation in the economy.

2. The main efforts of the government and business should be directed to the combination of work and family responsibilities.

According to modern scientific approaches, women with small children are needed in paternalistic care by the government, which should be directly involved in solving of the following problems: the regulation of income, the organization of pre-school education, regular analysis of labor- market.

P) Annex 8

Chinese, Taipei 



**Decent Work during/after
Maternity and Childcare Leave
in Chinese Taipei**

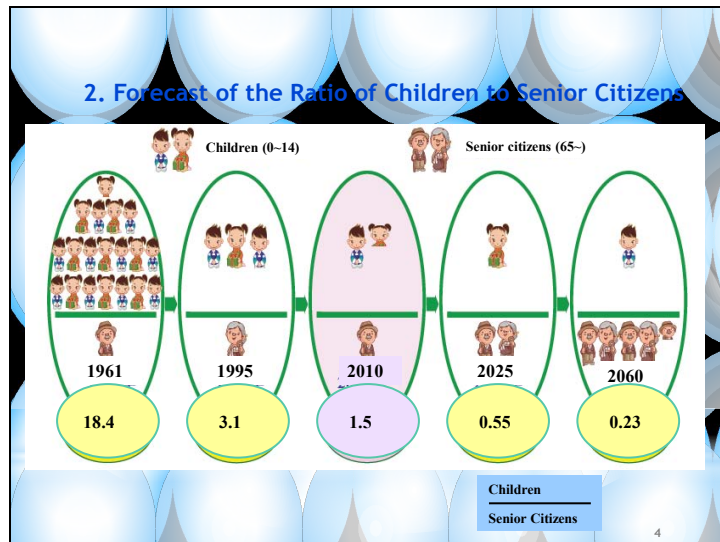
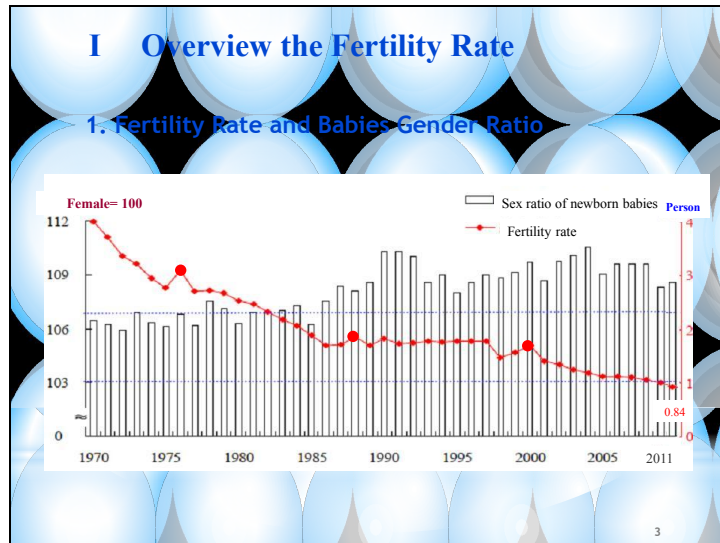
APEC HRDWG Workshop
Vladivostok, Russia, October 31- November 1, 2012
Council for Economic Planning and Development,
Executive Yuan

Outline



- I Overview the Fertility Rate
- II Overview the Labor Force Participation Rate and gender
- III Maternity Leave
- IV Paternity Leave
- V Parental Leave
- VI Future Development of Employment and Decent Work Policy for Female

2



II Overview the Labor Force Participation Rate and gender

1. Labor Force Participation Rate

Although there is an increasing trend in the labor force participation rate of female, but relative to male and other countries, there are still room for improvement

Unit : %

Year/ Item	Total	Male			Female				
		Subtotal	Never married	Married or cohabited	Divorced, separated or widowed	Subtotal	Never married	Married or cohabited	Divorced, separated or widowed
1981	56.12	76.12	58.6	77.79	47.65	37.57	39	31.42	1
1986	56.13	74.61	56.6	77.79	50.12	44.3	55.75	41.82	2
1991	56.13	73.57	56.13	75.60	48.40	44.66	52.87	44.00	25.16
1996	57.28	70.29	53.80	81.68	51.04	46.28	50.28	47.11	30.32
2001	56.84	67.91	54.27	77.85	46.96	45.87	51.90	46.48	26.52
2006	57.72	67.36	56.99	75.38	51.97	48.26	55.96	48.38	28.75
2011	57.97	66.56	59.84	72.54	53.55	49.67	59.92	48.89	28.80

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2. Labor Force Participation Rate - Female

unit : %

Age	Chinese Taipei	Korea	Singapore	Hong Kong	Japan	USA	Canada	France	German	Italy	UK
Total	49.7	49.7	57.0	53.0	48.2	58.1	62.3	51.7	54.1	38.5	56.7
15~19	8.4	9.0	9.8	9.1	15.0	34.6	53.0	12.2	28.0	6.2	47.1
20~24	53.4	52.3	62.5	62.1	69.1	67.8	74.8	56.5	68.2	38.3	68.7
25~29	86.9	71.4	86.7	87.5	77.2	74.4	81.1	81.7	79.3	60.9	78.2
30~34	77.5	55.4	81.0	80.1	67.6	73.4	81.4	80.9	79.6	66.9	77.4
35~39	73.9	55.6	77.6	73.5	67.0	73.7	81.8	83.9	80.6	68.5	76.4
40~44	72.0	65.7	73.9	71.7	71.0	75.6	83.9	86.3	84.8	66.8	80.6
45~49	64.6	66.8	71.5	68.3	75.7	76.5	84.3	86.0	84.7	64.0	81.6
50~54	51.9	62.3	66.1	58.7	72.6	74.3	80.2	80.9	81.7	59.2	79.6
55~59	35.3	54.0	55.1	42.8	63.8	67.7	68.7	65.2	72.4	45.0	68.1
60~64	18.4	42.2	38.4	21.3	45.8	50.3	44.5	18.3	38.7	13.1	34.9
65 above	4.2	21.8	11.9	2.3	13.2	14.0	8.0	1.5	3.1	1.3	6.4

6

3. Reasons why not in-labor-force - Female

unit : %

Year/Item	Total	Take care of family members	Attend schools or rebruch to take entrance exams	Senior citizens, Handicapped	Want to work but didn't go to find job	Others
2001	100.00	57.30	22.74	17.44	1.26	1.26
2002	100.00	57.00	22.29	17.83	1.38	1.50
2003	100.00	56.07	22.32	18.54	1.39	1.68
2004	100.00	54.52	24.38	19.55	1.49	2.06
2005	100.00	53.32	22.16	20.66	1.49	2.37
2006	100.00	51.66	22.35	21.39	1.56	3.05
2007	100.00	50.44	22.37	22.17	1.48	3.54
2008	100.00	49.73	22.17	22.96	1.26	3.88
2009	100.00	48.77	21.84	24.00	1.23	4.16
2010	100.00	48.35	21.58	24.51	1.16	4.41
2011	100.00	48.35	21.33	24.63	1.17	4.53
Changes in percentage points in 2011 compared to 2001	-	(-8.95)	(-1.41)	(7.19)	(-0.09)	(3.27)

7

III Maternity Leave

1. Maternity Leave and pay, benefit

Item	Maternity Leave			
	Childbirth or premature labor	Miscarriage Pregnant for more than 3 months	Miscarriage More than 2 months	Miscarriage Less than 2 months
Act of Gender Equality in Employment				
Duration	8 weeks	4 weeks	1 week	5 days
Labor Standards Act				
Pay	Regular wages From employer	Regular wages From employer	No	No
Labor Insurance Act				
Maternity benefit*	1. A lump sum payment of delivery expenses: 30 days' wages of the average monthly insurance wage. 2. A lump sum maternity benefit: 30 days' wages of the average monthly insurance wage	1. A lump sum payment of delivery expenses: 30 days' wages of the average monthly insurance wage. 2. A lump sum maternity benefit: 30 days' wages of the average monthly insurance wage	No	No

* In case of childbirth, premature labor, or miscarriage of the spouse of an insured person, he can claim the benefit.

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2. Maternity Benefits number

Unit: thousand person

Year	Maternity Benefits number	Births
2007	106	204
2008	110	199
2009	115	191
2010	102	167
2011	124	197

Reinstatement

After the expiration of maternity leave, employees may apply for reinstatement. There are about 97% of employers let employees reinstatement.



9

IV Paternity Leave

Paternity Leave
Act of Gender Equality in Employment

While employees' spouses are in labor, their employers shall grant them 3 days off as a paternity leave.

Paternity leave is with pay.

There are 58% of employers offer paternity leave for their male employees.



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V Parental Leave


1. Parental Leave
Act of Gender Equality in Employment

Object

After being in service for 1 year, employee may apply for unpaid parental leaves before any of his/her children reach the age of 3 years old.

Period

The period of this leave is until his/her children reach the age of 3 years old but cannot exceed 2 years.



11

Labor's parental leave allowance is from the employment insurance program according to the Employment Insurance Act.

2. Parental Leave Allowance

(3) Allowance:
The parental leave allowance shall be 60% of the insured person's average insured monthly salary.

(4) Duration:

- Up to 6 months per child
- In the event that there are two or more children requiring care at the same time, the allowance shall be granted for one child only.

★When both parents are covered by the employment insurance, they shall apply for the parental leave allowance separately and not at the same time.

13

2. Parental Leave Allowance

Unit: Person

Year/Item	Total	Male	Female
2009 (May – December)	29,182	4,973	24,209
2010	37,929	6,803	31,126
2011	44,387	7,285	37,102
2012 (January – Jun)	27,940	4,510	23,430

Parental leave allowance implemented from May 1, 2009, 139,438 persons granted as of June 2012
 Female 113,867(83.1%)
 Male 23,571 (16.9%)
 Average NT\$16,000 (US\$546) per month

14

VI Future Development of Employment and Decent Work Policy for Female

1. Raising the female labor force participation rate from 50% to 53% as of 2020
2. Decent work for female and untypical employment
3. Balance work and family policy
4. Improving the quality and quantity of childcare facilities and measures

Thanks for your attention!



Q) Annex 9

Maternity and Childcare Protection in Viet Nam- Legislation and its implementation

*Dr. Le Kim Dung
Director General of International Cooperation,
Ministry of Labour, Invalids and Social Affairs,
Viet Nam*

Content

1. Background Information
2. Laws and regulations on maternity and childcare leave
3. Implementation/ achievements and challenges
4. Recommendations



4 Recommendations

Economy Profile (as of 2011)

A. Labor Market Indicators

1. Total population, mil of people	87.8
2. Labour force, mil people	57.4
3. Total employment, mil people	50.0
<i>- Informal employment, %</i>	<i>75.0</i>
4. Unemployment rate, %	2.27
5. Wage employed, %	35
6. Vocationally trained labour force, %	43

Economy Profile (as of 2011)

B. Insurance

1. Health insurance

- Contributors (% of total population) 63

2. Social insurance

- Compulsory social insurance (SI), % 20

- Voluntary social insurance, % 0.22

= Total labour force covered by SI, % 20.22

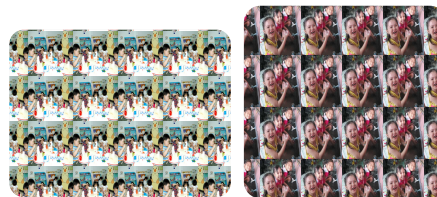
3. Unemployment insurance, % of labour force 13.82

4. Social assistance

Percentage of population received, % 2

Legislative system on maternity and childcare leave

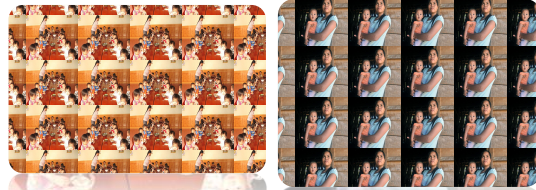
1. The Labour Code: revised Labour Code adopted June 2012 provide wider and better coverage for workers (4 to 6 months of paid leave);
2. The Social Insurance Law 2006;
3. The Law on Vocational Training 2007;
4. Law on Gender Equality 2006.
5. And others ...



Maternity leave - Beneficiaries

(including men and women)

1. Pregnant workers;
2. Women workers who give birth to children;
3. Workers who adopt children of less than 4 months old;
4. Workers who apply family planning methods;



Maternity leave – time benefit

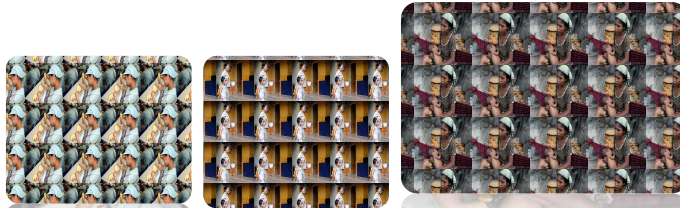
- **5 days** before the child is born (in usual cases);
- **4 months** after the child is born (in usual cases) - 6 months starting from May 2013;
- **10 days** before the child is born (in special/ complicated cases, having more than 1 child at 1 time)
- **5 months** if the job is identified as toxic/ hazardous;
- **6 months** if the worker is disabled;
- If having more than 1 child at one time, the worker is entitled to **30 days/** one more child;
- In case of miscarriage, the worker is entitled to **10 – 50 days** leave depending on the months of pregnancy

Maternity leave – benefits (cont.)

- Employers can not dismiss or unilaterally terminate labour contracts with pregnant workers;
- Pregnant workers are allowed to unilaterally terminate their labour contract if they have certification by doctors that continuing working will harm the baby;
- Pregnant workers are not allowed to work in hard, dangerous, hazardous working conditions in the period of 7months pregnancy and 1 year after giving birth; ;
- No travelling far from the work station, no extra hours working, no night shifts and entitled to 60 minutes leave/ day for breastfeeding

Childcare - Regulations

- Beneficiaries: both mothers and fathers
- Time:
 - 20 days if the child is less than 3 years old
 - 15 days if the child is between 3 – 7 years old
 - If both father and mother contribute to social insurance, both can take the abovementioned leave in turn.



Source of Funding

1. State fund (social insurance benefit);
2. Company fund (some enterprises support economically difficult families with small children/ support childcare facility development...)



Implementation

1. **Balance of social insurance Fund**
2. **National Programmes:** on Occupational Safety and Health 2006 – 2010, 2011 – 2015 ; on Gender Equality 2011 - 2015; National Target Programme on Employment and Vocational Training 2012 – 2015;
3. **Labour Inspection system** to advise/ ensure compliance with laws and regulations from the central to grassroot level;

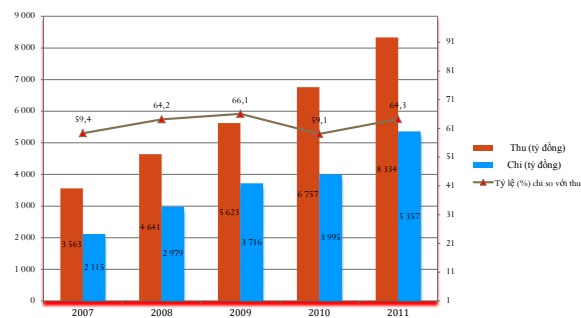
Implementation

Complying with ILO Conventions: (length of leave, benefits, source of benefit and job security)

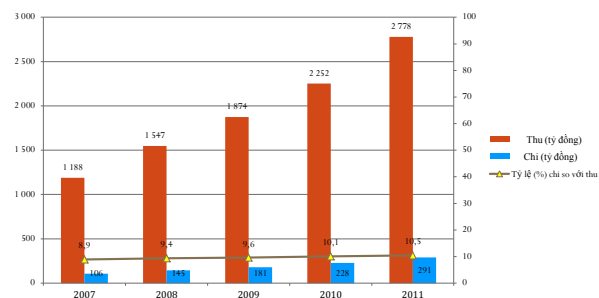
Maternity leave raised from 4 to 6 months (revised Labour Code); Benefits and Funding sources improved; No dismissal, Health of workers and the newborn are preserved, job is secured with wages and benefits during maternity leave/ breastfeeding period;

Decent Work Country Program 2012-2016

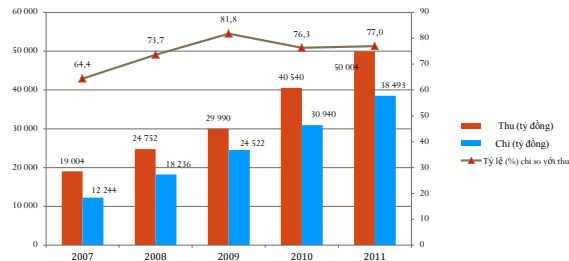
Balance SSF on maternity protection and sickness



Balance SSF on occupational accident



Balance SSF on pension



Challenges

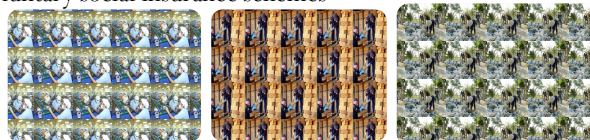
1. Social Insurance Law: only 20.22 % of the labour force be covered;
2. The limited number and capacity of labour inspectors;
3. Informal sector (accounting for 75% of total employment) is not protected;
4. Policy for employer who employ larger number of female employees



Recommendations

At National level

- To continue accomplishing the legal system: revised Labor Code; Law on Social Insurance; Law on Employment, Law on Occupational Safety and Health,...
- To ensure compliance with laws and regulations;
- To enhance international cooperation in the field through multilateral and bilateral channels
- **Strategy for participation of informal sector in voluntary social insurance schemes**



Maternity Protection is investment for
the future - Thank you!





R) Annex 10



Maternity Protection: ILO Standards and a review of national legislation in the world



Mariko Ouchi
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ILO DWT/CO-Moscow



ILO – International Labour Organization

- One of the UN specialised agency for setting minimum labour standards
 - ILO Conventions and Recommendations
- Mission: Promote opportunities for obtaining decent work for all women and men
- Tripartism: Cooperation and consultations **between governments, employers' and workers' organisations**



2

Background to Convention No.183

- Maternity Protection Convention, 1919 (No. 3)
- Maternity Protection (Revised) Convention, 1952 (No. 103), and Maternity Protection Recommendation, 1952 (No. 95)
- Maternity Protection Convention (No. 183) and Recommendation (No. 191), 2000

3






Background to Convention No.183

Dual purpose of maternity protection instruments:

- that work does not put the health of the woman and the child at risk
- that women's reproductive role does not compromise their economic and employment security or their equality of opportunity and treatment on the labour market

4

Background to Convention No. 183

Situation of ratification by APEC economies

C 3 (1919)	C 103 (1952)	C 183 (2000)
	Chile Papua New Guinea Russia	

- Extremely limited numbers of countries ratified maternity protection conventions among APEC countries
- **C183** mainly ratified in Europe and CIS

5

Rationale for revising Convention No. 103

- Call for flexibility in respect of:
 - Scope
 - Compulsory nature of postnatal leave
 - Payment of benefits
 - Prohibition of dismissal
- Progress achieved in respect of:
 - Duration of maternity leave
 - Protection against discrimination

6

Substantive content of Convention No.183

- Scope
- Maternity leave
- Cash and medical benefits
- Employment security and protection against discrimination
- Health protection
- Breastfeeding

7

Scope of Convention No.183

- Woman = any female person
- Child = any child without discrimination whatsoever
- Applies to all employed women, including in atypical forms of dependent work

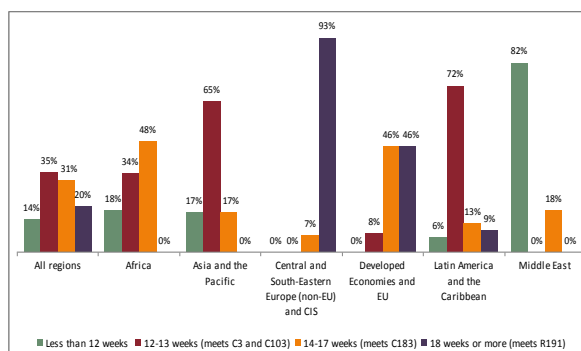
8

Maternity Leave under Convention No.183

- Minimum duration extended from 12 to 14 weeks
- Length of period of leave specified when ratifying – further declaration when extending it
- Must include a period of 6 weeks compulsory postnatal leave – unless otherwise agreed at the national level
- Additional leave in case of illness, complications or risks of complications

9

Length of maternity leave by region 2009 (167 economies)



Length of maternity leave by region (optional slide)

This slide shows the length of maternity in different regions.

Major points:



This figure indicates the number of weeks of maternity leave provided in the legislation of 166 ILO member States. It shows this information for all economies (all region category) and different regions.

In two regions, the Developed Economies and EU economies and Eastern Europe (non-EU) and CIS economies, all or nearly all economies meet or exceed the standard of at least 14 weeks (89 and 100 per cent, respectively). Among the Eastern European (non-EU) and CIS economies, 93 per cent meet the 18-week standard in Recommendation No. 191, as do 38 per cent of Developed Economies and EU economies. (Among economies in the EU, all but Iceland, which provides three months of maternity leave, meet the 14-week minimum.)

In Africa, roughly half of the economies analysed (46 per cent) meet the 14-week standard, although none provides 18 or more weeks. One in five of the African economies (22 per cent) provides less than 12 weeks of leave. Tunisia, with its leave period of 30 days, continues to provide the shortest leave period among the African economies covered in this report.

Of the 11 Middle Eastern economies studied, only two, Syria and Iran, meet the 14 week minimum. The majority of Middle Eastern economies (73 per cent) studied provide fewer than 12 weeks of leave.

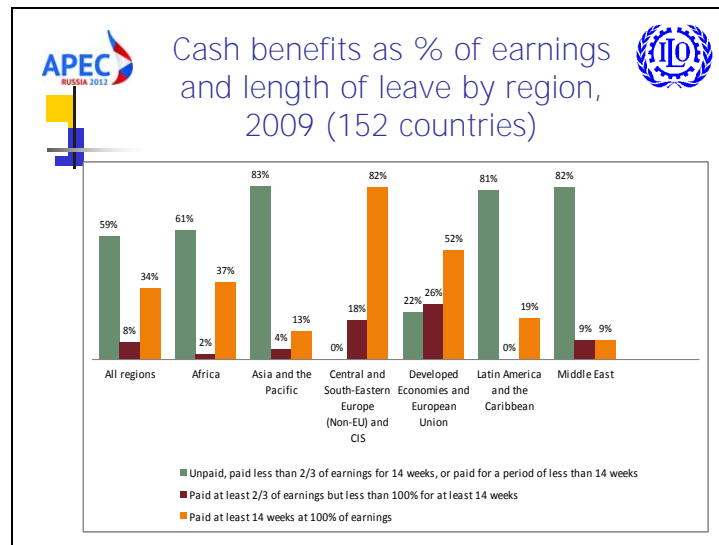
The lowest proportions of economies meeting the standard in Convention No. 183 are in Asia and Latin American and the Caribbean, where only one in ten economies provide 14 or more weeks of maternity leave. Three economies in Latin America and the Caribbean (Chile, Cuba and Venezuela) but no economies in Asia provide 18 weeks of leave. In these two regions, roughly three-fourths of economies (76 and 72 per cent, respectively) provide 12-13 weeks of leave.



Cash benefits under Convention No.183

- At a level which ensures proper conditions of health and a suitable standard of living for the mother and child
- No less than 2/3rd of a woman's earnings (or insured earnings if paid through social insurance) or equivalent coverage

11



Cash benefits as a percentage of earnings per region

Major points:

This figure indicates the amount of cash benefits as a percentage of earnings. It shows this information in general for all regions and for different regions.

Among the 13 Central and South-Eastern European (non-EU) and CIS economies analysed, 8% of economies meet and 92% of economies exceed the duration and payment standards in Convention No. 183. Many of the 29 Developed Economies and EU economies also met the standards of Convention No. 183 on both dimensions, with 75% of economies meeting or exceeding the standards. Roughly one in four (24%) of these economies provide lower cash benefits than the Convention calls for. Because of ceilings on the cash benefits paid or complicated systems of assigning cash benefits, it was impossible to assess conformity in eight of the economies in this region.

Of the 50 African economies studied, 30% provided for at least two-thirds of earnings for 14 weeks. Of these, the Democratic Republic of Congo pays two-thirds of prior earnings for 14 weeks, while Algeria, Benin, Burkina Faso, Cameroon, Comoros, Congo (15 weeks), Côte d'Ivoire, Guinea, Madagascar, Mali, Mauritania, Morocco, Senegal and Togo all pay 100 per cent of earnings for 14 weeks. Among the remaining economies, some, such as Guinea-Bissau and Sudan, pay 100% of prior earnings, but for a period of less than 14 weeks (60 days and eight weeks, respectively). Others provide at least 14 weeks of maternity leave, but with lower levels of compensation, e.g. both the Central African Republic and Chad provide 14 weeks of leave paid at 50% of earnings.

Among the Latin American economies, 22% meet or exceed the standards on duration and level of pay. Belize provides 14 weeks paid at 80% of prior earnings, while Brazil, Chile, Costa Rica, Cuba, Panama and Venezuela provide at least 14 weeks of leave paid at 100%. Many of the remaining economies provide at least two-thirds of earnings, but for less than 14 weeks, e.g. Barbados, Colombia, Ecuador, Honduras and Mexico provide 12 weeks at 100% of earnings. Examples of economies that provide both a low percentage of earnings and a short duration of leave include Antigua, which provides 40% per cent of prior earnings for 6 weeks, and Jamaica, where women receive the national minimum wage for 8 weeks.

Of the 22 Asian economies, only two provide at least two-thirds of earnings for 14 weeks: Mongolia (70 per cent for 120 days) and Vietnam (100% for four to six months, depending on the type of work). A large number of the remaining economies provide full earnings during maternity leave, but for less than 14 weeks: Afghanistan (90 days), India (12 weeks), Nepal (52 days) and Singapore (12 weeks). Economies providing both lower levels of earnings and less than 14 weeks include Cambodia (90 days at 50%), Kiribati (12 weeks at 25%), the Solomon Islands (12 weeks at 25%) and Vanuatu (12 weeks at 50%).

Two of the 11 Middle Eastern economies meet the ILO standards, with Iran providing for four months (if breastfeeding) and two-thirds of prior earnings and Syria providing for 120 days and 100% of earnings (for the first child). Nearly all of the remaining economies provide 100% of earnings but do so for fewer than 14 weeks.

Supplementary information:

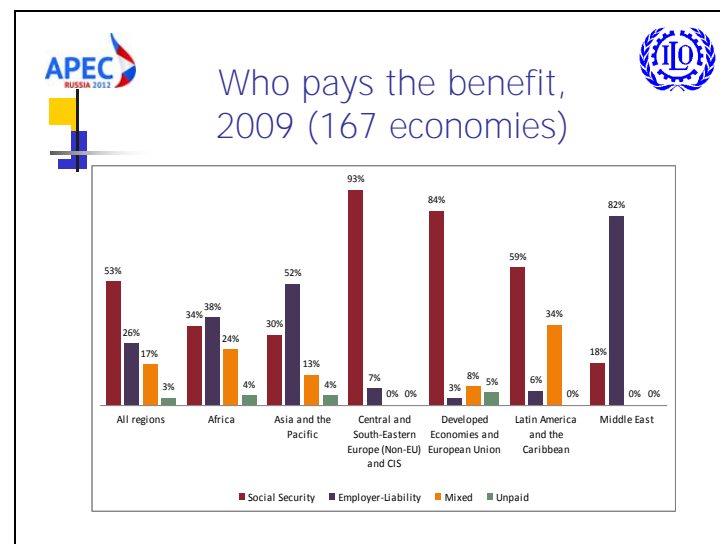
Nearly all of the African economies calculate maternity benefits as a percentage of prior earnings. The exceptions are the Seychelles, which pays women a flat-rate benefit, and Lesotho and Swaziland, in which no cash benefits are paid. Thirty of the 32 Latin American and Caribbean economies calculate benefits as a percentage of earnings. The remaining two economies use a flat-rate regardless of prior earnings (Jamaica) or a flat-rate plus a percentage of prior earnings (Bolivia). All but two of the 22 Asian economies studied provide benefits as a percentage of prior earnings. The exceptions are Fiji, which pays a flat-rate benefit, and Papua New Guinea, where benefits are unpaid. Among the 11 Middle Eastern economies, all calculate benefits based on prior earnings.

APEC **ILO**

Cash benefits under Convention No.183

- To be financed by social insurance, public funds or in a manner to be determined at the national level
- Employer not individually liable except:
 - if in force at national level before 15 June 2000,
 - or if there is tripartite agreement to that effect

13



Who pays the benefit

Major points:

This figure indicates who pays the cash maternity benefits – the employer, social security or public funds, or a mixture of these two - or if the benefits are unpaid. It shows this information in general for all regions and different regions.

Half (51%) of the 166 economies surveyed provide for cash benefits through national social security schemes. In 28%, benefits are paid solely by the employer; in 19%, employers and social security systems share the cost; in five economies (3%), benefits are unpaid.

Regional differences with respect to who pays cash benefits are striking. In the Developed Economies and European Union economies, benefits are paid through social security systems in 84% of the economies, with just one economy (Malta) relying on employers as the direct source of cash benefits.

Central and South-Eastern Europe (non-EU) and CIS also rely predominantly on social security systems (73% of economies), and only 13% [1] rely on employer-financed benefits.

Most Latin American and Caribbean economies rely either on social security systems (55%), or on mixed systems (39%). Just 6% of economies in this region rely on an employer liability system.[2]

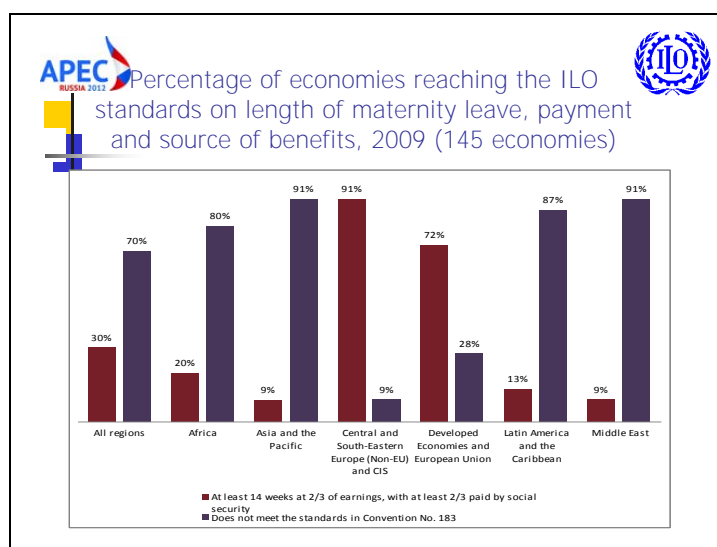
Employer liability systems are most common in the Africa, Asia and the Pacific, and the Middle East where challenges in extending social security systems have remained considerable. In Africa, 40% of economies rely on employer liability systems, one-third of economies rely on social security systems and roughly one in five rely on mixed systems. In Asia and the Pacific, 55% of economies finance benefits through employer liability systems, while just 27% provide benefits through social security systems and 14% through mixed systems. [3]

In the Middle East, reliance on social security is the lowest of all regions, and more than four-fifths (82%) of economies rely on employer liability systems; only Iran and Iraq provide benefits through their social security systems.

[1] Employers are responsible for benefits in Kazakhstan and Montenegro,

[2] Employers are liable for benefits in Haiti and Jamaica.

[3] Among economies in this region, India, Laos, Mongolia, the Philippines and Viet Nam use social security systems alone. The Republic of Korea and Thailand use mixed systems. Singapore uses an employer liability system for the first two children, but the government is responsible for paying benefits for subsequent children.



Percentage of economies reaching the ILO standard on length of maternity leave, payment and source of benefits
Major points:

This slide shows the percentage of economies that reach the ILO standard on length of maternity leave, payment and source of benefit, i.e., they have at least 14 weeks of maternity leave, paid at a rate of at least two-thirds of their previous earnings, financed by social security or public funds.

When all three dimensions are taken into consideration, the number of economies reaching the standard declines. Some economies reach the required level of earnings but the woman's employer provides a major part of the payment (or all of it). Of the 153 economies included here, 29% reached or exceeded all three of these provisions. Economies reaching the combined standard are mainly in Europe.

Regional differences

The highest rates of conformity on all three standards are in the Central and South-Eastern Europe (non-EU) and CIS and the Developed Economies and European Union economies, where 83% and 68% of economies meet all three standards. At the same time, these regions also have the largest number of economies for which it is not possible to assess compliance (three and eight, respectively).



Larger proportions of economies in the remaining regions fell short of the standards in the Convention. Among the 50 African economies studied, seven met or exceeded all three standards, 42 fell below, and one (Burkina Faso) could not be assessed. Among the 22 Asian economies, two met the standards and 20 fell below. Five Latin American and Caribbean economies met the standards, 26 fell short, and one could not be assessed. Among the 11 Middle Eastern economies, only one met all three standards.

Supplementary information:

- When combining length of leave, level of earnings and source of benefits, the assessment of conformity with the Convention was not possible in 14 economies, due to unavailable information, application of flat rates or ceilings to cash benefits.

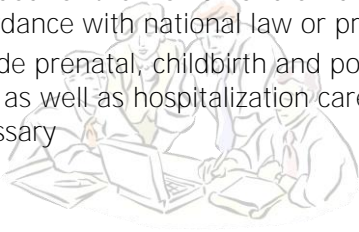
- The Committee of Experts on the Application of Conventions and Recommendations is of the view that Convention No. 103 is observed where the contribution of the employer to maternity benefits is less than one-third of insured income and the benefit paid out of social security reaches the share of two-thirds called for in the Convention. Thus, some mixed

systems can be considered to be in line with the Convention; when assessing the conformity of economies, the point of view of the Committee of Experts is taken into account.





Medical benefits under Convention No.183

- Provided for the woman and child in accordance with national law or practice
- Include prenatal, childbirth and postnatal care, as well as hospitalization care where necessary



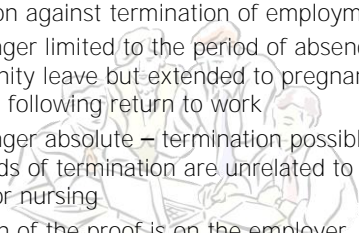
16



Employment protection under Convention No.183

Protection against termination of employment

- No longer limited to the period of absence on maternity leave but extended to pregnancy and a period following return to work
- No longer absolute – termination possible where grounds of termination are unrelated to pregnancy, birth or nursing
- Burden of the proof is on the employer
- Guaranteed right to return to same or equivalent position paid at the same rate



17

 Non-discrimination under Convention No. 183

- Measures to ensure that maternity is not a source of discrimination in employment, including in access to employment
- In particular, it must be prohibited to require a pregnancy test except in respect of work
 - That is prohibited or restricted for pregnant or nursing women
 - Where there is significant risk for the health of the woman and child

18

 Health protection under Convention No. 183

- Measures to ensure that pregnant or breastfeeding women are not obliged to perform work
- Which has been determined to be prejudicial to the health of the mother or child,
 - Or where an assessment has established a significant risk to the health of the mother or child

19

 Breastfeeding under Convention No. 183

- Right to one or more periodic breaks or a daily reduction of hours of work to breastfeed the child
- Number, duration, procedures to be determined by national law and practice
- To be counted and remunerated as working time

20



Main findings from the national legislative review in the world

- Most economies have adopted some legislative provisions concerning maternity protection and work
- Many economies respect some of the key aspects of Convention No. 183
- More economies provide payment during maternity leave than in 1994
- However, to improve maternity protection, a greater number of countries should opt to include all the aspects of C. 183 in their legislation

Conclusions

Major points:

- Even if only a small group of the ILO member States has ratified the Maternity Protection Conventions, most economies have adopted some legislative provisions concerning maternity protection and work
- Many economies respect some of the key aspects of Convention No. 183, such as the 14 week's minimum statutory duration of maternity leave (81 economies).
- More economies provide payment during maternity leave than in 1994
- Among the aspects where protection is lacking in many economies, the exclusion of many groups of women workers from access to maternity protection is one of the major concerns. Thus, access to protection for all women, without discrimination, should be a priority for the ILO member States.
- Another aspect to be considered as a priority is the existence of some sort of parental or family leave. Such leave can help workers to reconcile work and family life, and, if available to both fathers and mothers, can be an effective tool for promoting gender equality.

Ratification information:

Convention No. 3: ratified by XX member States
Convention No. 103: ratified by XX member States
Convention No. 183: 17 ratifications