



3rd Meeting Café – I.MAM VIRTUAL “WOMEN’S RIGHTS IN WORKPLACE – MATERNITY LEAVE”

GROUP ACTIVITIES

EGYPT

First activity: INFO-GATHERING

Instructions

You are going to be divided into groups (1 for each country). Each group will work in one different Zoom room.

Using the given form, try to get further information about women’s rights on the workplace in your country.

This could be: statistics, data, stories, personal witness, key facts, legislations, news, etc.

Country:	Egypt
Legislation <i>Reference and content of legislative acts</i>	Labor Law No. 12 of 2003: Article 88: It prohibits the employment of women in hazardous or harmful jobs, whether to health or morals. The executive regulations specify these jobs. Article 89: It requires employers who employ 100 or more female workers to establish a nursery or designate a childcare center for their female workers. Article 91: A female worker who has served her employer for ten months is granted a 90-day maternity leave with full pay, including the period before and after delivery, provided she provides a medical certificate indicating the expected date of delivery. A female worker may not be



employed during the 45 days following delivery. She is not entitled to maternity leave more than twice throughout her service.

Article 93: A breastfeeding female worker is granted maternity leave during the following 24 months.

Unlike the 2003 Labor law in Egypt, **according to the new draft in 2022**. The Egyptian Senate has recently approved a new draft of labor law in which Maternity Leave Regulations article (50) grants women in the workforce the right to four months of maternity leave, encompassing both pre- and post-childbirth periods. This leave can be utilized up to three times throughout a woman's career. Additionally, female employees in companies with more than 25 employees are entitled to up to two years of unpaid leave.

Female employees are entitled to four months of maternity leave, with at least 45 days following childbirth. This leave can be taken up to three times during a woman's career. Additionally, pregnant employees are granted a reduction of at least one working hour per day starting from the sixth month of pregnancy, and they are exempted from overtime work during this period.

Link:

[Resource1](#)

[Resource2](#)

Official statistics:

VERY IMPORTANT: quote the source

Women's Rights in the Workplace in Egypt

1. Supporting Legislation

The Egyptian Constitution guarantees



gender equality in rights and opportunities.

The Labor Law grants paid maternity leave and childcare leave.

2. Official Statistics

Women's participation in the labor market is 15.9%.

The unemployment rate among women is 19.2%.

Egypt ranks 175th globally in the Gender Equality in Work Index.

3. Challenges and Opportunities

Women face a wage gap and fewer opportunities in the private sector.

The National Council for Women works on economic empowerment programs.

Increasing women's participation could boost GDP by 34%.

Women in Leadership Positions

Women hold 27% of parliamentary seats.

Female participation in decision-making is increasing despite challenges.

[Resource 1](#)

[Resource 2](#)



<p>Stories and testimonials</p> <p><i>Articles, news, posts, videos, interviews, etc.</i></p>	<p>Instagram Post</p> <p>Podcast</p> <p>Egypt limits working mums</p>
<p>Other information</p>	

Second activity: SUGGESTIONS FOR IMPROVEMENT

Instructions

You are going to be divided into groups (1 for each country). Each group will work in one different Zoom room.

Fill the given form with ways/suggestions to further promote and improve women's rights on the workplace.

Your suggestions can include: laws and political measures, educational programmes in schools, awareness campaigns, civil society engagement measures, etc.

<p>Laws and political measures</p>	<p>Limitations within the current Egyptian Labor Law Framework:</p> <ul style="list-style-type: none"> ● Egyptian law permits maternity leave up to three times during a woman's career, which might not be suitable for women with larger families. ● requirement of a minimum of 45 days of paid leave following childbirth may not provide sufficient recovery and bonding time.
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	<ul style="list-style-type: none"> ● The absence of paternity and parental leave provisions places the childcare burden primarily on mothers. <p>Possible Laws and Political Modifications:</p> <ul style="list-style-type: none"> ● Stricter enforcement of anti-discrimination laws in the workplace. ● Increasing the duration of maternity and paternity leave to promote work-life balance. ● Imposing penalties on companies that fail to ensure equal pay for men and women. ● Implementing policies that protect women from harassment and violence in the workplace.
<p>Education in schools</p>	<ul style="list-style-type: none"> ● Scholarships (schools) For young girls targeting rural and underserved areas. ● training programs for skills like entrepreneurship, technology, and leadership. ● career counseling in secondary schools to encourage girls to pursue diverse professions and inform them of their workplace rights.
<p>Civil society Engagement</p>	<p>Supporting initiatives that promote women's participation in the workforce, such as vocational training and entrepreneurship programs.</p> <p>Establishing support networks for working</p>



	women
Other suggestions	Launch national TV, radio, and social media campaigns (e.g., on platforms like X) highlighting successful women in the workforce, legal rights, and how to report harassment or discrimination

Now, answer to the following question:

HOW WOULD YOU RUN AN ONLINE BLOG ON WOMEN'S RIGHTS ON WORKPLACE?? (sections, publications, articles, interaction, webinars with experts, etc.)

(Write a brief text or bullet-point list explaining how you would design the blog)

The blog could be divided into sections that tackle different aspects: political, legal, and social aspects regarding women's rights in the workplace.

The Blog Structure:

1st section: could tackle up-to-date news coverage

- Coverage of new labor and Maternity laws, policies, and workplace rights affecting women in Egypt.
- Updates on court rulings, lawsuits, and cases related to gender discrimination.
- Reports on international conventions and Egypt's commitments to gender equality in the workplace.

2nd section: could tackle Advocacy and a call to action

- Petitions and campaigns pushing for policy changes
- Awareness drives on equal pay, parental leave, and anti-harassment measures.
- Lists of organizations supporting women's workplace rights in Egypt.
- Webinars & Community Engagement through Live sessions with experts: lawyers, HR professionals, and activists.



- Workshops for career development: salary negotiation, leadership training, and workplace safety.
- Discussion panels on pressing issues, with audience participation.

3rd section: could tackle Success Stories

- Cases of Egyptian women excelling in male-dominated fields ex.(tech, politics, law, etc.)
- Interviews with female entrepreneurs and corporate leaders.
- Successful Case studies and stories in workplaces that have implemented fair gender policies.
- Articles on gender bias, wage gaps, workplace harassment, and lack of leadership opportunities.

To maintain the blog active and relevant, the content plan can go as follows:

- **Daily Updates:** Short-form news and social media posts on relevant workplace issues.
- **Weekly Articles:** In-depth analysis of laws, personal experiences, and expert interviews.
- **Monthly Features:** Success stories, research reports, and industry case studies.
- **Comment Sections & Forums and Survey:** Encourage readers to share experiences and ask questions.
- **Social Media Engagement:** Post polls, share infographics, and create Twitter threads on legal rights.
- **Hashtag Campaigns:** Use trending hashtags to push discussions.
- **Collaborations with Influencers:** Work with female leaders, journalists, and lawyers to amplify

Finally, evaluate and measure the success of the blog and its maintenance



JORDAN

First activity: INFO-GATHERING

Instructions

You are going to be divided into groups (1 for each country). Each group will work in one different Zoom room.

Using the given form, try to get further information about women’s rights on the workplace in your country.

This could be: statistics, data, stories, personal witness, key facts, legislations, news, etc.

Country:	Jordan
Legislation <i>Reference and content of legislative acts</i>	<ul style="list-style-type: none"> ● Maternity leave in both private and public sectors has been extended to 90 days - and it’s paid. ● Employers can’t terminate 6 months pregnant women/Women in Maternity Leave working contracts - so this enhances job stability. ● Women can take 1 paid hour of daily breastfeeding leave for a year from the day of the childbirth. ● If an employer has more than 15 employees with 5 or more children- he has to provide a day care. ● The Social Security Corporation (SSC) introduced a childcare subsidy for working mothers in the private sector. It provides financial support of up to \$500 for six months to help cover childcare



	<p>costs, whether at a daycare center or for in-home care</p>
<p>Official statistics:</p> <p><u>VERY IMPORTANT: quote the source</u></p>	<ul style="list-style-type: none"> ● Maternity Benefits Recipients: In 2021, the Social Security Corporation (SSC) reported that approximately 109,000 women received maternity benefits, totaling JD12.393 million. This marked a 5% increase compared to the previous year. ● According to the Jordan National Women’s Empowerment Strategy, about 90% of women who take maternity leave in the formal sector return to their jobs post-leave. (Source: UN Women, Jordan’s National Women’s Empowerment Strategy) ● A 2019 report by UN Women revealed that only 15% of companies in Jordan provide any form of childcare support or facilities for working mothers. (Source: UN Women, Gender Equality in the Workplace in Jordan (2019)) <p>https://jordan-lawyer.com/2022/01/28/legal-protection-for-women-and-children-in-the-labor-</p>



	<p>law/?utm_source=chatgpt.com</p> <p>https://mol.gov.jo/Ar/NewsDetails/%D9%88%D8%B2%D9%8A%D8%B1%D8%A9_%D8%A7%D9%84%D8%B9%D9%85%D9%84_%D9%86%D8%A7%D8%AF%D9%8A%D8%A7_%D8%A7%D9%84%D8%B1%D9%88%D8%A7%D8%A8%D8%AF%D8%A9_%D8%AA%D8%B3%D8%AA%D8%B9%D8%B1%D8%B6_%D8%A3%D8%A8%D8%B1%D8%B2_%D8%A7%D9%84%D8%AA%D8%B9%D8%AF%D9%8A%D9%84%D8%A7%D8%AA_%D8%B9%D9%84%D9%89_%D9%82%D8%A7%D9%86%D9%88%D9%86_%D8%A7%D9%84%D8%B9%D9%85%D9%84?utm_source=chatgpt.com</p>
<p>Stories and testimonials</p> <p><i>Articles, news, posts, videos, interviews, etc.</i></p>	
<p>Other information</p>	



Second activity: SUGGESTIONS FOR IMPROVEMENT

Instructions

You are going to be divided into groups (1 for each country). Each group will work in one different Zoom room.

Fill the given form with ways/suggestions to further promote and improve women's rights on the workplace.

Your suggestions can include: laws and political measures, educational programmes in schools, awareness campaigns, civil society engagement measures, etc.

<p>Laws and political measures</p>	<ul style="list-style-type: none"> ● Mandate paid parental leave for both mothers and fathers to encourage shared caregiving responsibilities. ● Implement flexible work policies, including remote work and reduced-hour options for working mothers.
<p>Education in schools</p>	<ul style="list-style-type: none"> ● Integrate gender equity education into school curriculums to challenge stereotypes from an early age. ● Conduct workshops on workplace rights, ensuring young women understand their legal protections before entering the workforce. ● Implement comprehensive sexual education that includes consent, bodily autonomy, and workplace harassment awareness, empowering young women to recognize and report misconduct
<ul style="list-style-type: none"> ● Civil society engagement 	<ul style="list-style-type: none"> ● <i>Promote awareness campaign “know your rights” - to educate women about their rights at work places.</i>



	<ul style="list-style-type: none"> ● <i>Organize workshops for both genders to educate about the life cycle of pregnant women.</i> ●
<p>Other suggestions</p>	

Now, answer to the following question:

HOW WOULD YOU RUN AN ONLINE BLOG ON WOMEN’S RIGHTS ON WORKPLACE?? (sections, publications, articles, interaction, webinars with experts, etc.)

- **Anonymous Story Submission:** Use secure forms like Google Forms or Typeform, allowing pseudonyms.
- **Anonymous Comments:** Enable with tools like Disqus or Flarum, with moderation in place.
- **Anonymous Q&A:** Host webinars with anonymous question options.
- **Data Protection:** Encrypt data, offer deletion options, and ensure transparency.
- To explain women’s rights - before listening to them
- Create a zoom meetings- and people don’t open cameras and don’t use their real name.



TUNISIA

First activity: INFO-GATHERING

Instructions

You are going to be divided into groups (1 for each country). Each group will work in one different Zoom room.

Using the given form, try to get further information about women's rights on the workplace in your country.

This could be: statistics, data, stories, personal witness, key facts, legislations, news, etc.

Country:	Tunisia
Legislation <i>Reference and content of legislative acts</i>	<p>Reference: Law NO. 44 of 2024 published in the Official Gazette of Tunisia.</p> <p>Before the reform: Maternity leave was limited to 30 days.</p> <p>Now the law has established comprehensive regulations on maternity and paternity leave for both public and private sectors.</p> <p>The new law now sets rules for both maternity and paternity leave in the public and private sectors.</p> <p>key rights:</p> <p>Maternity leave: 3 months fully paid expended to 4 in special cases (twins, disability)</p> <p>Paternity leave: 7 days fully paid extended to 10 in special cases too</p>



	<p>Pre-natal leave: up to 15 days during the last month of pregnancy with a medical certificate.</p> <p>Post-maternity leave: optional 1 to 4 months with half salary.</p> <p>Breastfeeding break: 1 hour per day for 9 months or until 1 year depending on the type of leave taken.</p> <p>Job protection: No sanctions or penalties allowed due to pregnancy, childbirth or breastfeeding</p> <p>https://drive.google.com/drive/folders/1vbiitvp13iniloTf4DX9mPedkFH6fYaT?usp=sharing</p>
<p>Official statistics:</p> <p><u>VERY IMPORTANT: quote the source</u></p>	<p>As of now, no official data is available on how many workers have benefits from the new law, since it is relatively new.</p>
<p>Stories and testimonials</p> <p><i>Articles, news, posts, videos, interviews, etc.</i></p>	<p>https://www.youtube.com/watch?v=TK7cEWPPqJg</p>
<p>Other information</p>	<ul style="list-style-type: none"> - The law is progressive, but needs wider awareness especially in the private sector. - Implementation in rural areas and small companies may face difficulties



Second activity: SUGGESTIONS FOR IMPROVEMENT

Instructions

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Fill the given form with ways/suggestions to further promote and improve women's rights on the workplace.

Your suggestions can include: laws and political measures, educational programmes in schools, awareness campaigns, civil society engagement measures, etc.

<p>Laws and political measures</p>	<p>Equal maternity and paternity leave to balance caregiving responsibilities and ensure that mothers receive adequate support during the postpartum period</p> <p>Mandate policies that allow remote work, part-time options, and flexible hours for caregivers.</p> <p>Strengthen the law to cover both public and private sectors.</p> <p>The law should align with the international standards(ILO convention NO. 183)</p>
<p>Education in schools</p>	<p>integrating a gender equality (gender roles, parenting and shared responsibilities) curriculum in schools to raise awareness among children from an early age</p> <p>incorporating family values education into the curriculum to emphasize the importance of shared responsibilities, mutual support, and respect within households</p>



<p>Civil society engagement</p>	<p><i>e.g.: constitute associations</i></p> <p><i>Provide free or low-cost legal support for women facing discrimination or harassment or any violation or rights</i></p> <p>Recognizes fathers' role in parenting</p> <p>Train employers and HR officers on how to apply the law both in private and public sectors</p>
<p>Other suggestions</p>	<p>Use social media to raise awareness about equal pay, maternity rights, and leadership opportunities as organizations or individuals (podcasts and videos)</p> <p>Involve influencers, doctors and NGOs in spreading awareness</p> <p>Launch national awareness campaigns through radio, TV (traditional media)</p> <p>Support informal workers and freelance with a simplified system.</p> <p>Provide postnatal psychological support for mothers and fathers.</p>

Now, answer to the following question:

HOW WOULD YOU RUN AN ONLINE BLOG ON WOMEN'S RIGHTS ON WORKPLACE?? (sections, publications, articles, interaction, webinars with experts, etc.)

(Write a brief text or bullet-point list explaining how you would design the blog)



TURKEY

First activity: INFO-GATHERING

Instructions

You are going to be divided into groups (1 for each country). Each group will work in one different Zoom room.

Using the given form, try to get further information about women's rights on the workplace in your country.

This could be: statistics, data, stories, personal witness, key facts, legislations, news, etc.

Country:	TURKEY												
Legislation <i>Reference and content of legislative acts</i>	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;"></th> <th style="width: 30%;">Governing Law</th> <th style="width: 30%;">Labour Law No. 4857</th> <th style="width: 20%;">Civil Servants Law No. 657</th> </tr> </thead> <tbody> <tr> <td>Maternity Leave Duration</td> <td></td> <td>16 weeks (8 before + 8 after birth)</td> <td>16 weeks (8 + 8)</td> </tr> <tr> <td>Multiple Births</td> <td></td> <td>18 weeks (8 before + 10 after birth)</td> <td>18 weeks (8 + 10)</td> </tr> </tbody> </table>		Governing Law	Labour Law No. 4857	Civil Servants Law No. 657	Maternity Leave Duration		16 weeks (8 before + 8 after birth)	16 weeks (8 + 8)	Multiple Births		18 weeks (8 before + 10 after birth)	18 weeks (8 + 10)
	Governing Law	Labour Law No. 4857	Civil Servants Law No. 657										
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Multiple Births		18 weeks (8 before + 10 after birth)	18 weeks (8 + 10)										



Paid Leave	Paid by Social Security (SGK) – approx. 66% of salary	Full salary paid by the government
Unpaid Leave After Birth	Optional 6 months unpaid leave	Optional 24 months unpaid leave
Breastfeeding Leave	1.5 hours/day (for 12 months)	3 hours/day (first 6 months), then 1.5 hours/day (next 6 months)
Part-Time Work Option	Until child reaches primary school age (upon request)	12 months part-time work option (upon request)
Job Security	Legal protection; return to same or similar position	Strong protection; guaranteed return to same position

1. Labor Law No. 4857 (2003): This law includes provisions regarding women's



	<p>rights in the workplace. It ensures equal pay, maternity leave, and protection against discrimination.</p> <ul style="list-style-type: none"> • Article 74: Maternity leave for female employees. • Article 5: Prohibition of gender discrimination in the workplace. • Workplace harassment against women is prohibited. <p>2. Law No. 6284 on the Protection of Family and Prevention of Violence Against Women (2012): This law provides protections against violence and harassment for women in the workplace as well.</p> <p>3. State Policies to Increase Women’s Workforce Participation: There are incentives and policies aimed at increasing women’s participation in the workforce, such as government-supported projects and incentives to promote women’s employment.</p>
<p>Official statistics:</p> <p><u>VERY IMPORTANT:</u> <u>quote the source</u></p>	<p>Women’s Employment Rate: As of 2023, the employment rate for women in Turkey is 31.3%, while for men, it is 65.1%.</p> <ul style="list-style-type: none"> • Source: Turkish Statistical Institute (TÜİK), 2023 Labor Force Statistics • Women’s Unemployment Rate: The unemployment rate for women is 13.7%, compared to 9.1% for men. • Source: TÜİK, 2023
<p>Stories and testimonials</p> <p><i>Articles, news, posts, videos, interviews, etc.</i></p>	<ul style="list-style-type: none"> • Rise of Women Entrepreneurs: Many women entrepreneurs, particularly in social entrepreneurship and environmentally conscious businesses, have achieved success. Organizations such as the “Women Entrepreneurs Association” support women’s participation in the workforce. • Women Managers in the Public Sector: The percentage of women in managerial positions in the public sector is increasing. However, in the private sector, men still hold a dominant position in leadership roles.

“Turkey has the recently emergent regulations about leave policies. The Labor Law of 2003 that extended maternity leaves from 12 to 16 weeks. Eight weeks of the leave is used before delivery, other eight weeks is used after. Women can work until three weeks to delivery; the week that she doesn’t use is transferred after giving birth leave rights. Women paid %66.7 of their daily pays. Recent regulation of Labor Law give five days paid paternity leave to fathers. Parents have 24 months unpaid parental leave; mother can use this leave after maternity leave, father can use the leave right after the delivery. “ (Uraloglu, E,
<https://dergipark.org.tr/tr/download/article-file/265271>)



AKP'den doğurganlığı teşvik hazırlığı: Doğum
iznine kademeli artış gündemde - BBC News...

AKP, Türkiye'de doğurganlık hızının nüfus yenilenme eşik
değeri olan 2,1'in altına düştüğü gerekçesiyle doğurganlığı
www.bbc.com

<https://www.bbc.com/turkce/articles/c4nn2907z0p>



2025 AİLE YILI OLARAK İLAN EDİLDİ

"2025 has been declared as the Year of the Family."

In order to support population growth and increase female employment, new incentives for working women are aimed to be implemented. In this context:

- Increasing the paid maternity leave period to 1 year,
- Extension of unpaid maternity leave to 1.5 years,
- Providing nursery support to working mothers.

Other information

Comparison of public & private sector

Category	Public Sector Advantage	Private Sector Advantage
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Salary Support	Full salary	—
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downturn and increased job insecurity.

Workplace Environment and Support for Mothers:

- The availability of breastfeeding rooms, childcare facilities, or flexible working hours varies significantly across workplaces in Turkey. In some urban areas or larger companies, such support systems are more common, but in small businesses or rural areas, such facilities are often unavailable.
- There has been a growing call for improving workplace accommodations for mothers, including creating more parent-friendly policies such as remote work options and flexible hours. Some progressive companies, particularly in the tech sector, offer flexible schedules to allow parents to balance work and child-rearing more effectively.

In Turkey, birth assistance is a one-time financial support provided to families after the birth of a child. This assistance was introduced on May 15, 2015, and is given to those who give birth to a live child after this date.

Eligibility Requirements:

- The mother or father (or both) must be a Turkish citizen or holder of a Blue Card.
- The child must be registered in the Identity Sharing System (KPS).
- The birth must have occurred after May 15, 2015.

Amount of Assistance:

- For the first child, the amount is 5,000 Turkish Lira.
- For the second child, it is 1,500 Turkish Lira per month.
- For the third and subsequent children, it is 5,000 Turkish Lira per

month.

Çalışan anneye destek sürecek

Çalışan anneleri destekleme uygulaması bu yıl da sürecek. Tam zamanlı çalışan annelere 19 bin liraya yakın destek verilecek.

30.01.2025 - 08:24 Anadolu Ajansı

Paylaş



There are lots of that kind of news but generally it doesnt work and the government and private sector generally doesnt support the families as an economically



Second activity: SUGGESTIONS FOR IMPROVEMENT

Instructions

You are going to be divided into groups (1 for each country). Each group will work in one different Zoom room.

Fill the given form with ways/suggestions to further promote and improve women's rights on the workplace.

Your suggestions can include: laws and political measures, educational programmes in schools, awareness campaigns, civil society engagement measures, etc.

<p>Laws and political measures</p>	<p>Maternal leave should be extended to at least 1 year and paternal leave should be more than 5 days. The birth assistance payment should also be increased in good amounts</p> <p>Flexible hours and remote working conditions should be provided to mothers, if possible.</p> <p>Breastfeeding break hours should be extended because babies get hungry every 3 hours.</p> <p>Regulations should be made to prevent the possibility of employers in the private sector firing or bullying employees.</p> <p>There should be breastfeeding or pumping rooms in workplaces.</p> <p>Same conditions should be applied to both the public and private sectors, and employees in the private sector should not be disadvantaged. (EQUAL OPPORTUNITY)</p>
	<p>Equal Paternity Leave</p>



	<ul style="list-style-type: none"> ● Increase paternity leave from 5–10 days to at least 4 weeks paid leave, promoting shared parenting responsibility .
<p>Education in schools</p>	<p>PURPOSE:</p> <p>Students should be made aware of societal roles and equality between women and men, as well as post-birth roles, and this should be included in the school curriculum.</p> <p>Education on Women's Rights and Maternity Leave in Schools (Brief Overview):</p> <ul style="list-style-type: none"> ● Basic Rights Education: women have fundamental rights such as access to education, employment, healthcare, and equal representation. these rights should be protected by national laws and international agreements. ● Gender Equality: women and men have equal rights, and introduce the concepts of equal opportunities and justice with examples. ● Maternity Leave Awareness: the legal duration of maternity leave, women's rights during this period (such as salary and job security) should be explained in a simple and accessible way. ● Empathy and Awareness Activities: role-playing, discussions, and short films to raise awareness among



	<p>students about women's rights and to foster empathy.</p>
<p>Civil society engagement</p>	<p>CREATING SUPPORT GROUPS</p> <p><i>There should be necessary social support and orientation programs to help women adapt to work life after childbirth.</i></p> <p><i>providing support groups for mothers who have given birth is essential especially for postpartum depression and anxiety.</i></p>
<p>Other suggestions</p>	<p>**Supporting women during and after childbirth requires help from family, workplaces, and society. Equal sharing of responsibilities, emotional support, healthy living conditions, and financial security are essential.</p> <p>***Flexible working hours</p> <p>*** Childcare services,</p> <p>and respect for maternity rights at the workplace are important supportive steps. In society, empathy, awareness, and respectful behavior help ensure women feel valued and supported.</p> <p>**the privileges provided to mothers who have given birth should be explained clearly to other employees, and the reasons for this positive discrimination should be well communicated to avoid any misunderstanding. Furthermore, measures should be taken to prevent potential mobbing (psychological harassment) and penalties should be applied if necessary.</p> <p>Support Return to Work</p>



- **Mandatory Return-to-Work Programs:** skills refreshers, mentoring, mental health support.
- Encourage **gradual return options:** start part-time, then full-time.

Digital Training & Remote Work Opportunities

Now, answer to the following question:

HOW WOULD YOU RUN AN ONLINE BLOG ON WOMEN'S RIGHTS ON WORKPLACE?? (sections, publications, articles, interaction, webinars with experts, etc.)

(Write a brief text or bullet-point list explaining how you would design the blog)

We would focus on key themes: equal pay, maternity leave, workplace harassment, work-life balance, leadership opportunities. We would state a clear mission: Inform, advocate, or build a community. We would add informative articles and address current issues, stats, legal rights, and case studies. We would mention about personal stories & interviews featuring women's experiences and expert insights. We would suggest actionable tips & resources providing guidance on negotiation, workplace strategies, and legal advice. We would talk about legal Breakdown Explaining relevant laws like equal pay and sexual harassment protections. We would Work with lawyers or workplace advocates for credible advice and set Partnerships to Collaborate with organizations focused on women's rights and workplace equality. We would also Host events or interviews with experts and activists to deepen content reach.



ITALY

First activity: INFO-GATHERING

Instructions

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Country:	Italy
Legislation <i>Reference and content of legislative acts</i>	<p>1. Legislative Decree No. 151 of March 26, 2001</p> <p>Consolidated Law on Maternity and Paternity</p> <p>Gathers and coordinates all regulations related to the protection of maternity and paternity.</p> <p>Establishes mandatory maternity leave (2 months before and 3 months after childbirth).</p> <p>Introduces optional parental leave for both parents, available until the child turns 12.</p> <p>Guarantees job security, the right to return to work, and access to part-time employment.</p> <p>2. Law No. 1204/1971 (superseded by Legislative Decree 151/2001, but historically relevant)</p> <p>One of the first Italian laws ensuring maternity protection.</p> <p>3. Law No. 104/1992</p> <p>Provides protections for parents of children with disabilities.</p> <p>Includes paid leave and flexible working arrangements.</p> <p>4. Legislative Decree No. 81/2015 (Jobs Act)</p>



Promotes greater work flexibility (e.g., part-time) for working mothers.

Introduces agile work (smart working), supporting work-life balance.

5. Budget Laws 2022 / 2023 / 2024

Include incentives for mothers returning to work.

Nursery bonuses, extended parental leave, and tax benefits for companies hiring mothers.

In Italy, the legislation protecting working mothers is among the most structured in Europe. The main legal reference is **Legislative Decree No. 151/2001**, known as the *Consolidated Law on Maternity and Paternity*, which brings together and coordinates the main support measures for parenthood.

Rights for Mothers

Working mothers are entitled to:

- **Mandatory maternity leave:** 5 months in total, generally split into 2 months before and 3 months after childbirth (with some flexible options).
- **Optional parental leave:** up to 6 months for the mother (and 6 months for the father), available until the child turns 12.
- **Job protection:** during maternity leave and up to the child's first year, dismissal is prohibited (except in cases of serious misconduct).
- **Access to part-time or smart working:** in many cases, mothers have priority in requesting flexible hours or remote work.
- **Bonuses and benefits:** such as nursery vouchers, the universal child allowance, and return-to-work incentives.

Comparison with Fathers

In recent years, fathers' roles have gained more recognition, but **significant differences remain:**

- **Mandatory paternity leave:** has been gradually introduced and currently stands at **10 working days**, to be taken within 5 months after the birth. This is significantly less than the 5 months granted to mothers.



- **Parental leave:** in theory, fathers can access the same parental leave as mothers, but in practice **fewer than 20% of Italian fathers use it**, due to cultural and professional barriers (many companies still discourage it).
- **Social perception:** while it's seen as "normal" for a mother to be absent from work for family reasons, a father's absence is often viewed as unusual. This influences how laws are applied in real life.

Challenges and Weaknesses

Despite a solid legal framework, **working mothers in Italy still face many challenges:**

- **Gender pay gap:** women still earn less than men on average, and motherhood often slows down career progression.
- **Difficulties returning to work:** many women don't return to work after maternity leave, especially in the private sector or in precarious jobs.
- **Unequal distribution of care duties:** childcare responsibilities still fall primarily on women, due to a cultural lack of shared parenthood.

Official statistics:

VERY IMPORTANT:
quote the source

In 2023, among women aged between 25-54, the **employment rate** was 68,7% for those without children, but dropped to 57,8% for those with two or more young childre. The same year, men's employment in the same age group rose from 77,3% (no childre) to 91,6% (with two or more children).

Voluntary resignation after maternity in 2022, 61.391 voluntary resignations were confirmed from parents of children aged 0-3. Of these, 72% were women. The main reason given by mothers included difficulties reconciling work and childcare, due to lack of services (41,7%) and work organisation issues (21,9%).

31.3% of women worked part-time, compared to **6.6% of men**.

Among women with children, the part-time rate rose to **36.7%**, while it was **23.5%** for those without children.



Source: Save the Children

[Maternità in Italia: in Italia una lavoratrice su cinque esce dal mercato del lavoro dopo essere diventata madre e il 72,8% delle convalde delle dimissioni dei neogenitori riguarda le donne. | Save the Children](#)

Source: L'occupazione femminile. Le politiche pubbliche italiane. Camera dei Deputati, servizio studi

https://documenti.camera.it/leg19/dossier/pdf/PP004LA.pdf?utm_source=chatgpt.com

According to the 2022 INAPP Plus Report titled “*Understanding the Complexity of Work*”, nearly **1 in 5 women (18%) aged 18 to 49 stop working after having a child**. Only **43.6%** of women continue working after childbirth—this number drops to **29%** in Southern Italy and the Islands.

Key Findings

- **Reasons for leaving work after childbirth:**
 - **52%** of women leave because they cannot reconcile work and childcare.
 - **29%** leave due to the **non-renewal of contracts or layoffs**.
 - **19%** make an **economic or personal choice** based on perceived convenience.
- **Employment before and after childbirth:**
 - **31.8%** of women were unemployed both before and after becoming mothers.
 - Only **6.6%** of women found a job **after** childbirth.
- **Single-parent households:**

- In families with a single parent, **23%** of women exit the workforce after childbirth, compared to **18%** among couples.
- However, non-employment tends to persist more in couples (**32%**) than in single-parent households (**20%**).

Lack of Early Childhood Services

One of the main barriers to continuing employment after childbirth is the **lack of childcare services**, particularly nurseries:

- **56%** of working parents did not enroll their children (aged 0–36 months) in nursery school.
- Among those who did:
 - **48%** used public nurseries.
 - **40%** used private facilities.
- **Grandparents** remain the primary form of support in the absence of formal childcare, used by **58%** of families.

Women with **lower educational levels** are more likely to leave the workforce:

- **65%** of women with a university degree stay employed after having a child.
- In contrast, **16%** of female graduates stop working, compared to **21%** of women with only a middle school education.

Flexible Work and Gender Roles

Flexibility is key for many women in balancing work and family life:

- **25%** of respondents believe that flexible work hours are essential.
- **10%** mentioned **teleworking or smart working** as important tools.

However, the burden of flexibility is still mostly on women:

- **Part-time work** is considered a solution by **12.4% of women**, compared to **7.9% of men**.

- **Parental leave** is used by **68.6% of women** and only **26.9% of men**.

These figures confirm that **care responsibilities continue to fall disproportionately on women**, affecting their career paths and economic independence.

Source: Corriere della Sera e INAPP

https://www.corriere.it/economia/lavoro/23_marzo_07/donna-cinque-lascia-lavoro-la-nascita-un-figlio-dati-inapp-927eba84-bcef-11ed-b743-21e74a13bd9b.shtml?utm_source=chatgpt.com

Fatherhood

In 2025, among fathers, still the 35% still do not take the mandatory paternity leave.

The percentage of eligible fathers taking advantage of this leave grew from **19.2% in 2013** to **64.5% in 2023**, although the growth has slowed in recent years (only a 0.5 percentage point increase between 2022 and 2023).

Geographical Disparities: North vs. South

The uptake of paternity leave varies widely across the country:

- **Northern Italy:**
 - Average uptake: 76%
 - Top-performing regions: Veneto (79%), Friuli-Venezia Giulia (78%), Emilia-Romagna (76.5%)
 - Lowest in the North: Liguria (64.3%)
- **Central Italy:**
 - Average uptake: 67%
 - Lowest: Lazio (63.2%)
 - Highest: Umbria (73.7%), Marche (71.6%), Tuscany (70.8%)
- **Southern Italy and Islands:**



	<ul style="list-style-type: none"> ○ Average uptake: 44% ○ Highest: Abruzzo (64.9%), Sardinia (58.1%) ○ Lowest: Calabria (35.1%), Campania (39.1%), Sicily (39.4%) <p>This North-South divide reflects broader inequalities in access to work-life balance policies and workplace culture.</p> <p>Source: Sole24Ore Alleyoop (data from INPS)</p> <p>https://alleyoop.ilsole24ore.com/2025/03/19/papa-congedo/?uuid=90_zy09ZT5i</p>
<p>Stories and testimonials</p> <p><i>Articles, news, posts, videos, interviews, etc.</i></p>	<p>Il Resto del Carlino</p> <p>Elena</p> <p>I’m an architect, and in my field, you’re almost always a self-employed professional on paper but, in reality, a disguised employee. You receive a fixed monthly income but have no sick leave or vacation. You don’t have an official employment contract, yet you still have set working hours. Our professional category has a pension fund that provides five months of maternity leave. I worked until the very last possible day before my leave, determined to complete my projects on time.</p> <p>My daughter was born, and the entire firm reached out to me—even sending me a plant as a gift. But just a few months later, they told me that since another colleague had gotten pregnant, they needed someone full-time. And as a new mother, I was no longer the right fit.</p> <p>IlSole24Ore</p> <p>AnnaMaria</p> <p>I was a pseudo-self-employed VAT position. When I discovered I was pregnant at almost 37 years old, I was overcome with panic and I started pretending I wasn’t pregnant.</p> <p>Everything worked until the fifth month; then, unsurprisingly, they didn’t renew my contract.</p>



	<p>Maria</p> <p>I asked for a part-time schedule so I could take care of my daughter as she started elementary school, and for that, I was demoted. I was punished! Everyone else was promoted to managerial positions—except me. I remained a regular employee because, according to them, someone working part-time for six months couldn't possibly deserve a promotion. Disgusted, bitter, and deeply disappointed, I was driven to resign after enduring a year of both vertical and horizontal workplace harassment.</p> <p><u>LaPauraNonFa90</u></p> <p>Francesca</p> <p>Before becoming a mother, Francesca worked as a nursery school teacher—an environment that should have welcomed her pregnancy with joy. Instead, the atmosphere turned cold as soon as she shared the news. She faced months of mobbing, unpaid wages, and stress. Eventually, the unions advised her to resign to access alternative legal benefits. Heartbroken, she left the job she had dedicated herself to for years. Though staying home with her daughter Carola was fulfilling, Francesca struggled with social isolation. During pregnancy, she discovered the world of mom blogs, which led to a new career. Now, she works as a blogger, collaborating with <i>Periodo Fertile</i>, reviewing baby products, and writing about eco-friendly parenting. “Without Carola, I wouldn't have discovered this passion or the ability to reinvent myself.” Like Francesca, many mothers have turned to the digital world to build new careers after maternity.</p>
<p>Other information</p>	



Second activity: SUGGESTIONS FOR IMPROVEMENT

Instructions

You are going to be divided into groups (1 for each country). Each group will work in one different Zoom room.

Fill the given form with ways/suggestions to further promote and improve women's rights on the workplace.

Your suggestions can include: laws and political measures, educational programmes in schools, awareness campaigns, civil society engagement measures, etc.

<p>Laws and political measures</p>	<p>Extend mandatory paternity leave. Increase maternity leave to 6–9 months.</p> <p>Expand the number of public nurseries.</p> <p>Grant parental leave to all professionals, including freelancers. Provide bonuses for all working mothers (both employees and self-employed).</p>
<p>Education in schools</p>	<p>After-school programs to enable women to work.</p>
<p>Civil society engagement</p>	<p><i>Child- and parent-friendly spaces in cities (such as playgrounds combined with cafés).</i></p> <p><i>A support network for new mothers who stay at home after childbirth and are not working.</i></p> <p><i>A platform for creating neighborhood committees, where mothers can form groups</i></p>



	<p><i>to help each other with childcare.</i></p> <p><i>Training for fathers. no stereotype of a men only as worker.</i></p>
<p>Other suggestions</p>	<p>Normalize the idea of the working mother (not as a “superwoman”).</p> <p>Normalize the concept of parenthood.</p>

Now, answer to the following question:

HOW WOULD YOU RUN AN ONLINE BLOG ON WOMEN’S RIGHTS ON WORKPLACE?? (sections, publications, articles, interaction, webinars with experts, etc.)

(Write a brief text or bullet-point list explaining how you would design the blog)

BLOG SECTIONS:

- info-session
- “community”
- “share your story”
- “ask help” → consultancy service by psychologists and lawyers