

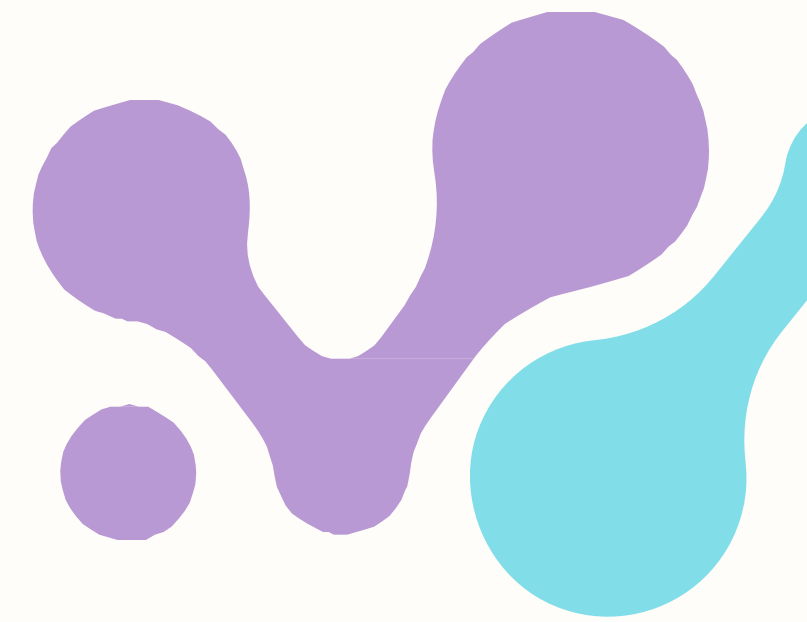
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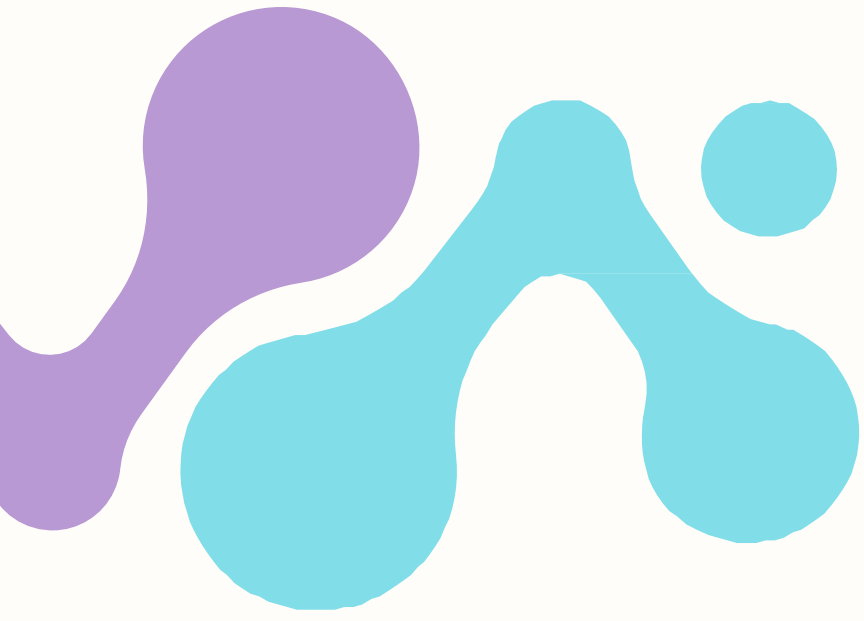
I.MAM VIRTUAL - 101083431

Programme(s): Erasmus+

Topic(s): ERASMUS-EDU-2021-VIRT-EXCH-NDICI

Type of action: ERASMUS Project Grants



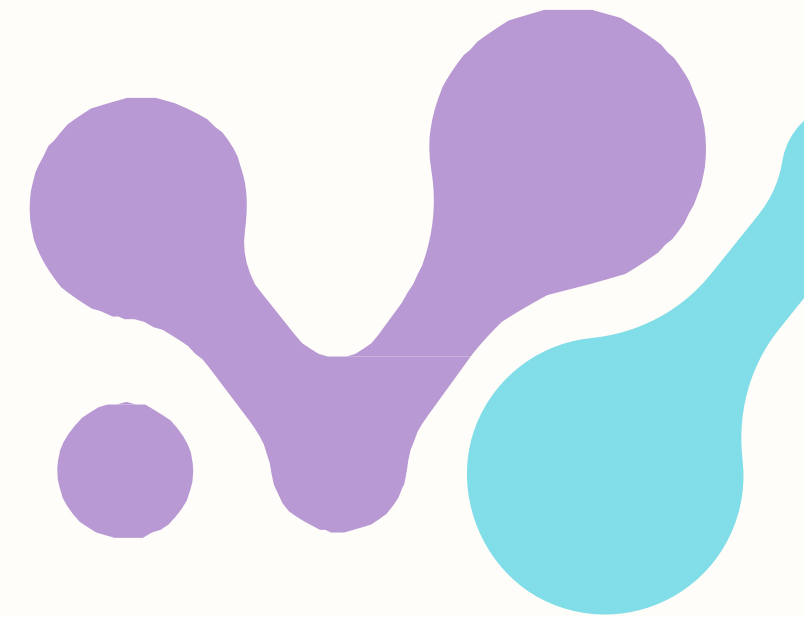


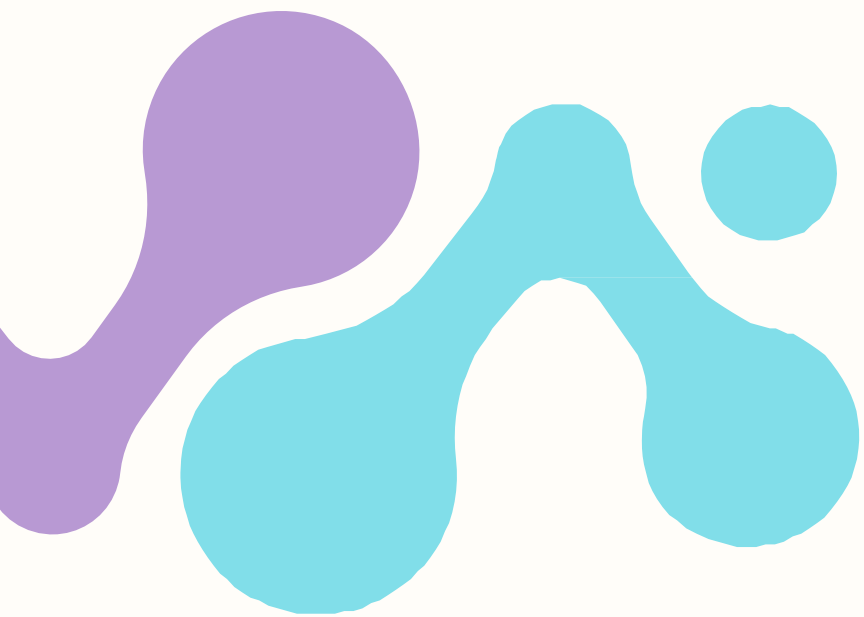
3RD MEETING CAFÉ:

MATERNITY LEAVE REGULATION



22/03/2025





AIM

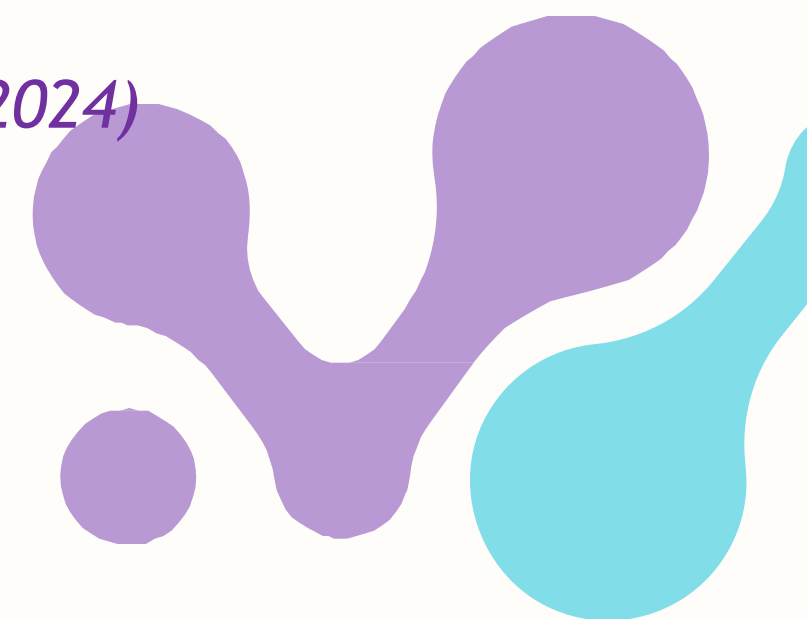
I.MAM VIRTUAL aims to support job inclusion of young mothers and future mothers aged between 26 and 30 through the development of digital skills, thanks to non-formal online learning

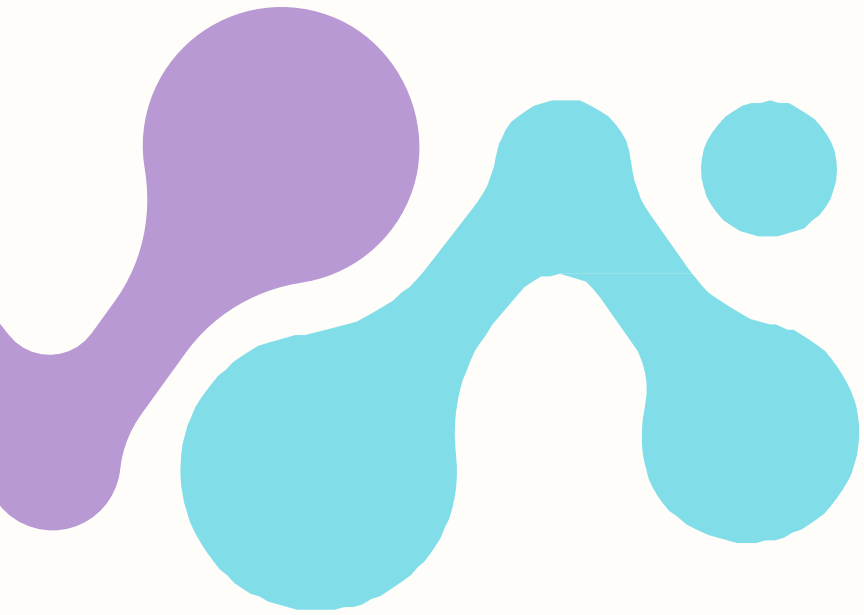
PARTNERSHIP

ITALY - EuroMamme (Lead Partner); BULGARIA - International Initiatives for Cooperation; TURKEY - Mekder (Mezopotamya Egitim Ve Kultur Dernegi); TUNISIA - WeYouth; JORDAN - Support Youth Leaders (SYL); EGYPT - Mediterranean Youth Foundation for Development (MYF)

ACTIVITIES DEVELOPED SO FAR

- *Kick-off meeting in Rome (November 2023)*
- *Design of training course in video-lessons*
- *Implementation of the training course on e-Learning platform:*
<https://www.piattaformaprogetti.eu/i-mam/>
- *International Seminar for Monitoring and Evaluation (October 2024)*
- *2 Meeting Cafés (November-December 2024)*





TODAY'S AGENDA

10 AM: Welcome! And group pic 😊

10.10 -10.20 AM: Introduction on the topic: Maternity
Leave Regulation

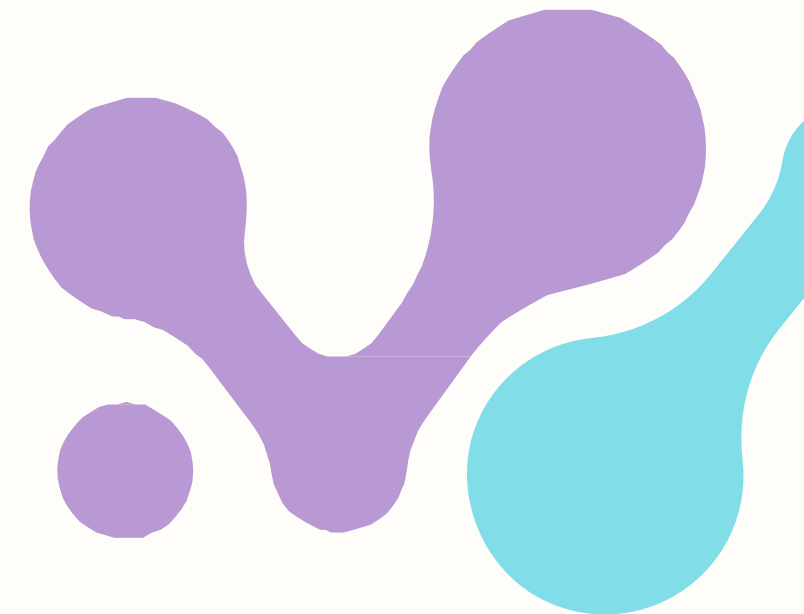
10.20 -10.30 AM: Interaction and brainstorming

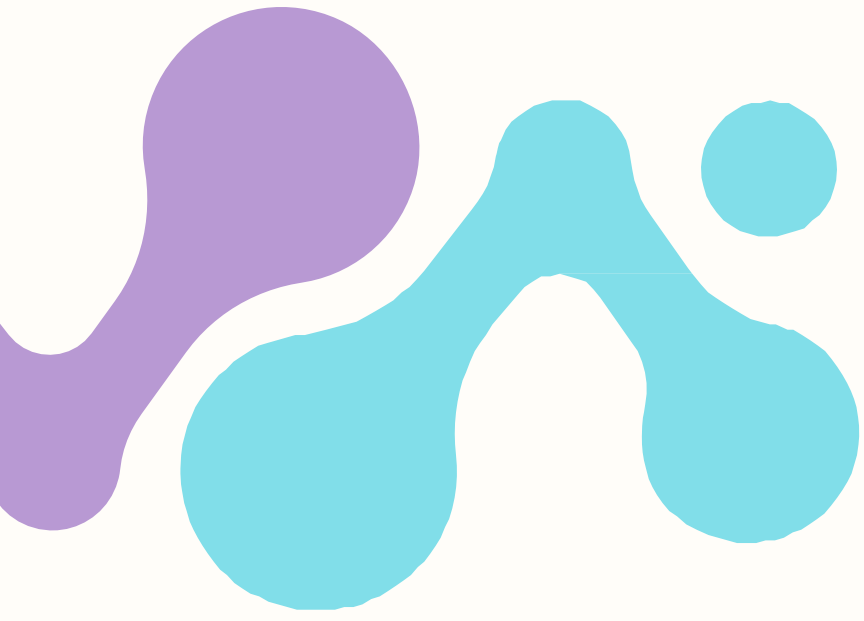
10.30 -11 AM: First activity in working groups

11-11.15 AM: 1° Plenary Session

11.15-11.45 AM: Second activity in working groups

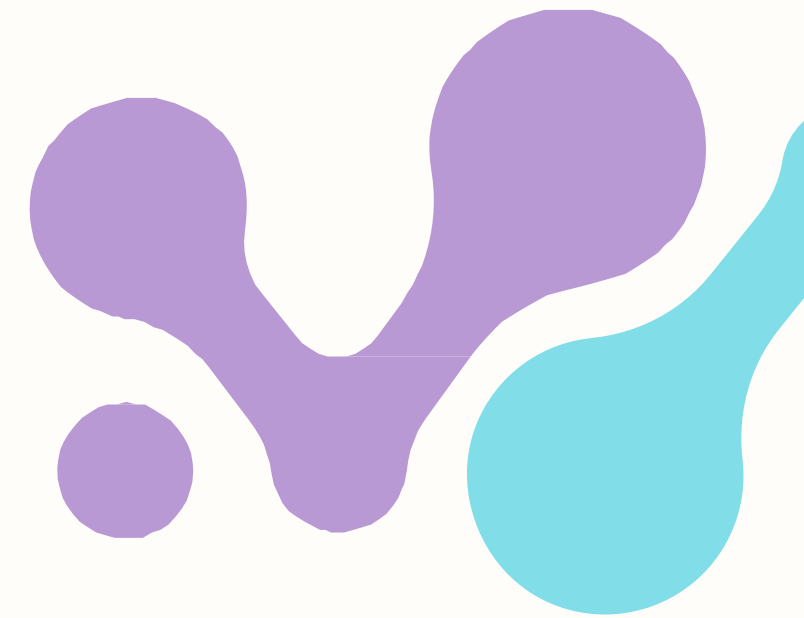
11.45-12 AM: 2° Plenary Session and final thoughts





DEFINITION OF MATERNITY LEAVE

A period of absence from work granted to a mother
before and after the birth of her child





HISTORY OF MATERNITY LEAVE


It all started over - or only - 100 years ago....

The year 2019 marked the International Labour Organization (ILO) first centenary and the 100th anniversary of international labour standards on maternity protection.

It was during the first International Labour Conference (ILC) in November 1919 that the Maternity Protection Convention, 1919 (No.3), was adopted.

The convention recognised the right to paid leave with childbirth and employment protection. This major achievement was the result of strong advocacy, including during the Women's Labour Congress in 1919.


<https://www.ilo.org/meetings-and-events/100-years-maternity-protection-transforming-leave-and-care-policies-all#:~:text=It%20was%20during%20the%20first,with%20childbirth%20with%20employment%20protection>





EU LEGISLATION ON FAMILY LEAVES AND WORK-LIFE BALANCE

Right to maternity leave

- Under Directive 92/85, women have the right to a minimum of 14 weeks of maternity leave. At least 2 of them are compulsory
 - For self-employed women: Directive 2010/41 establishes the right to maternity allowances for at least 14 weeks
 - Maternity leave is compensated at least at the national sick pay level.
 - EU countries have different regulations for maternity leave
- 



EU LEGISLATION ON FAMILY LEAVES AND WORK-LIFE BALANCE

Legal protection for maternity leave


Directive 2006/54 establishes that a woman on maternity leave is entitled to return to her job or to an equivalent post on terms and conditions which are no less favourable to her. She is entitled to benefit from any improvement in working conditions to which she would have been entitled during her absence





EU LEGISLATION ON FAMILY LEAVES AND WORK-LIFE BALANCE


Right to paternity leave

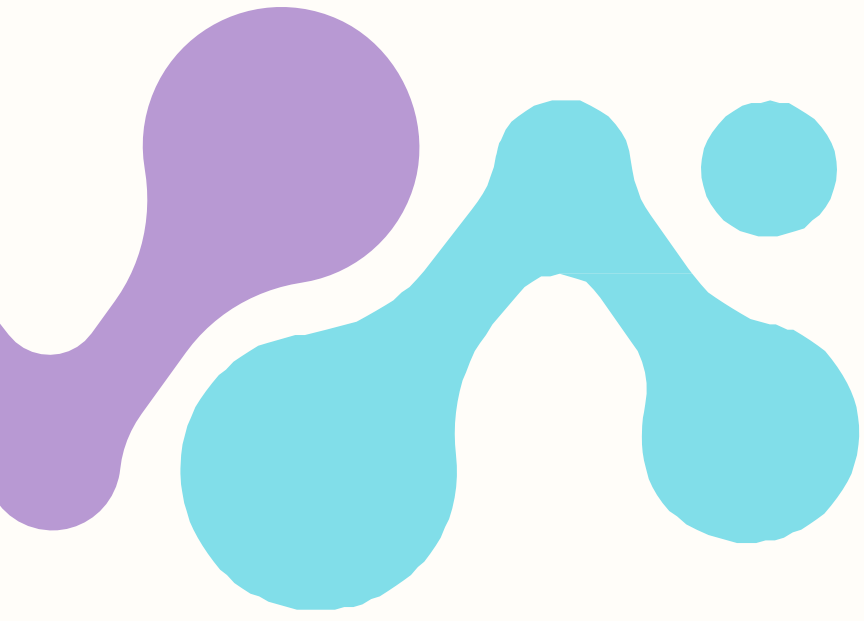
- Directive 2019/1158 introduced paternity leave. Fathers/second parents have the right to take at least 10 working days of paternity leave around the time of birth of the child.
 - Paternity leave is compensated at least at the national sick pay level.
 - EU countries have different regulations for paternity leave.
- 



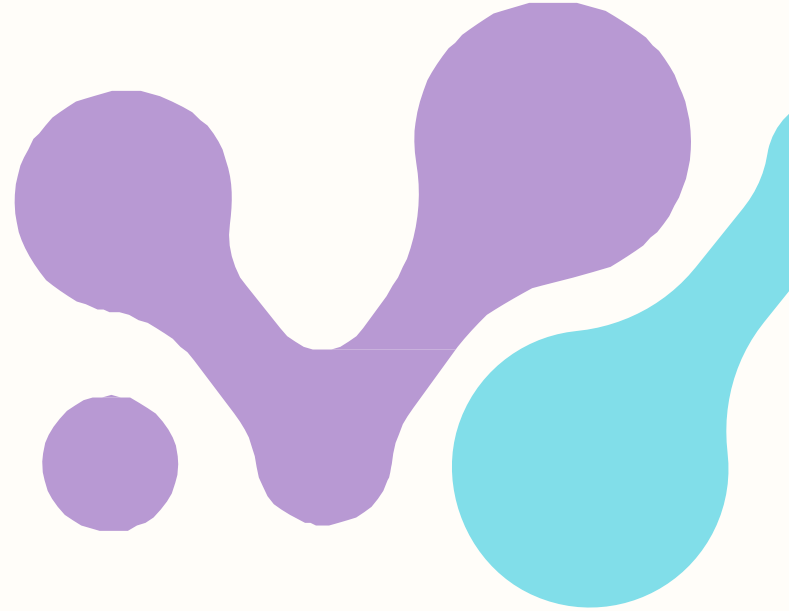
EU LEGISLATION ON FAMILY LEAVES AND WORK-LIFE BALANCE

Right to parental leave

- Directive 2019/1158 establishes a minimum of 4 months of parental leave.
 - At least 2 out of the 4 months are non-transferable from a parent to another.
 - At least the 2 non-transferable months have to be adequately compensated at a level to be decided in each EU country (as of 2 August 2024 for the last 2 weeks).
 - Parents have the right to request taking the leave in a flexible way (part-time and in a piecemeal way).
- 



**Any
experience to
share?**

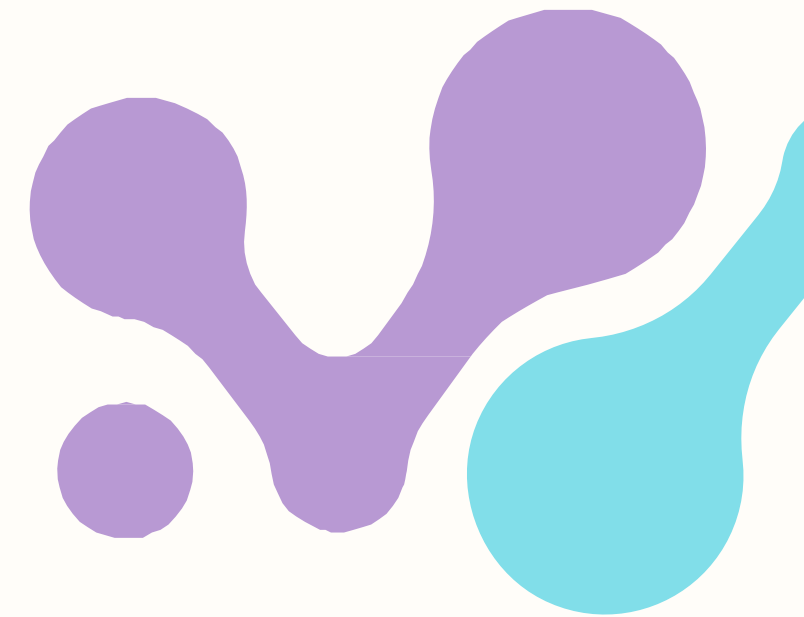




SOME GLOBAL DATA AND STATISTICS

World Bank - Women, Business and the Law (2024)

Click on me

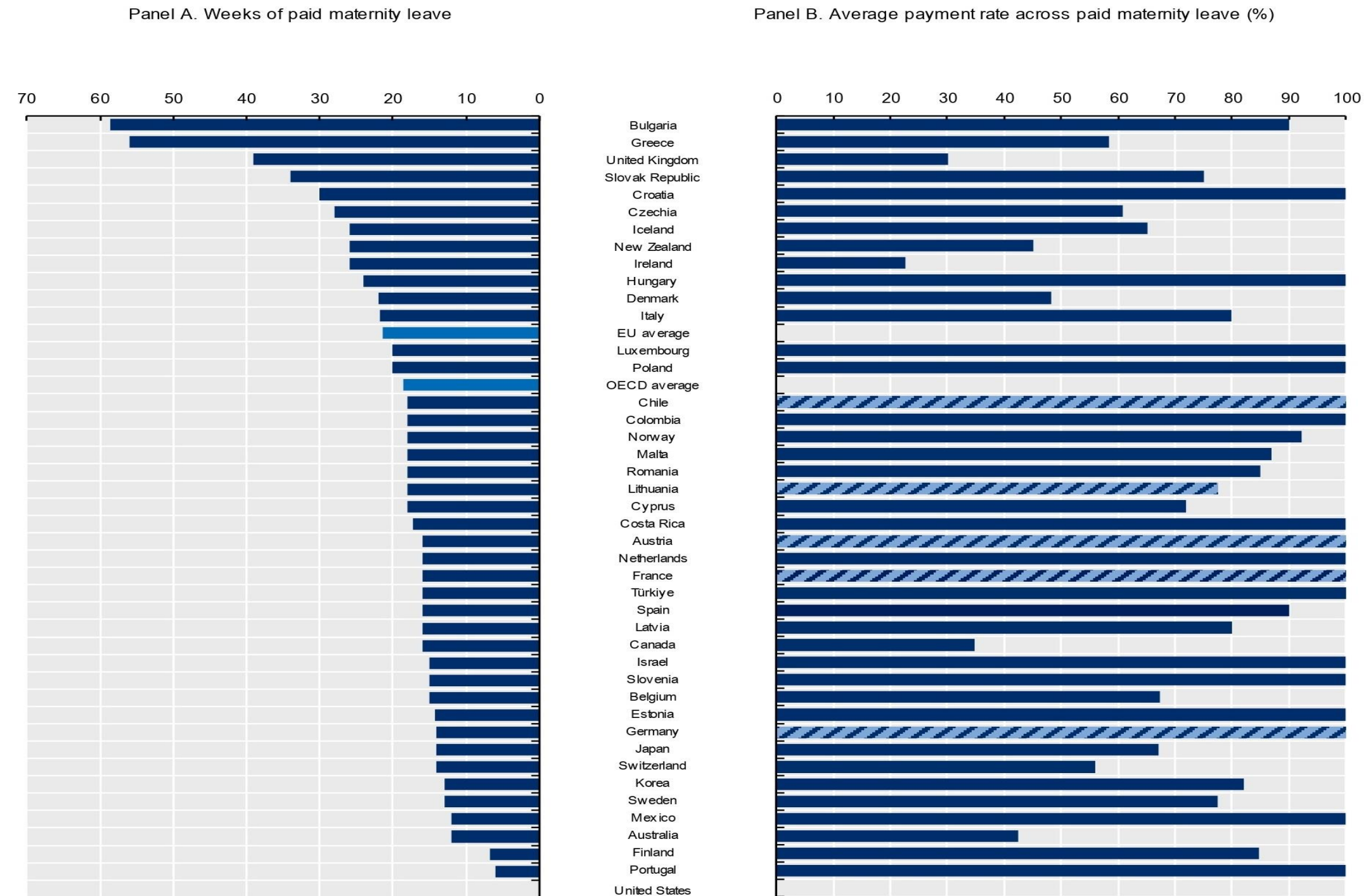


SOME GLOBAL DATA AND STATISTICS

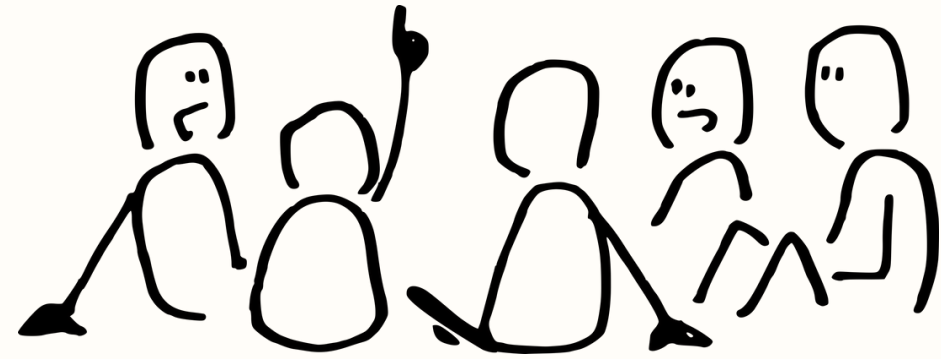
Organisation for Economic Co-operation and Development (2023)

Chart PF2.1.A. Paid maternity leave

Duration of paid maternity leave and the average payment rate across paid maternity leave for an individual on national average earnings, 2023



Note: Striped bars indicates payment rates based on net earnings. Net earnings for Chile refer to 2016. See notes to Table PF2.1.A.
 Source: See tables PF2.1.C-PF2.1.E.



WORKING GROUPS

First Activity: INFO GATHERING

You are going to be divided into groups (1 for each country).

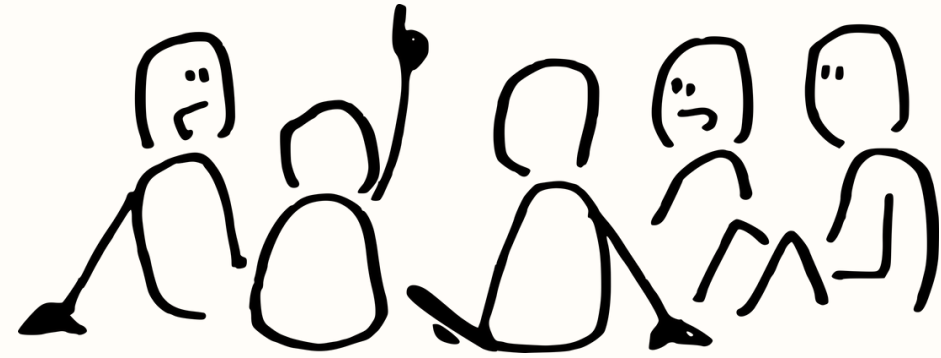
Each group will work in one different Zoom room.

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.

**PLENARY SESSION:
SHARING INFORMATION**





WORKING GROUPS

Second Activity:

SUGGESTIONS FOR IMPROVEMENT

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, political measures, educational programmes in schools, awareness campaigns, pieces of advice, etc.



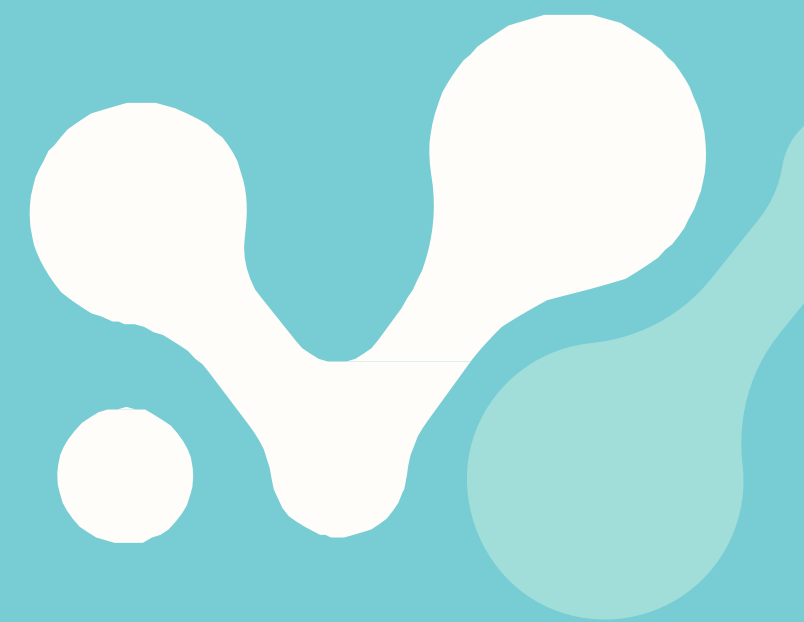
**PLENARY SESSION:
SHARING INFORMATION**

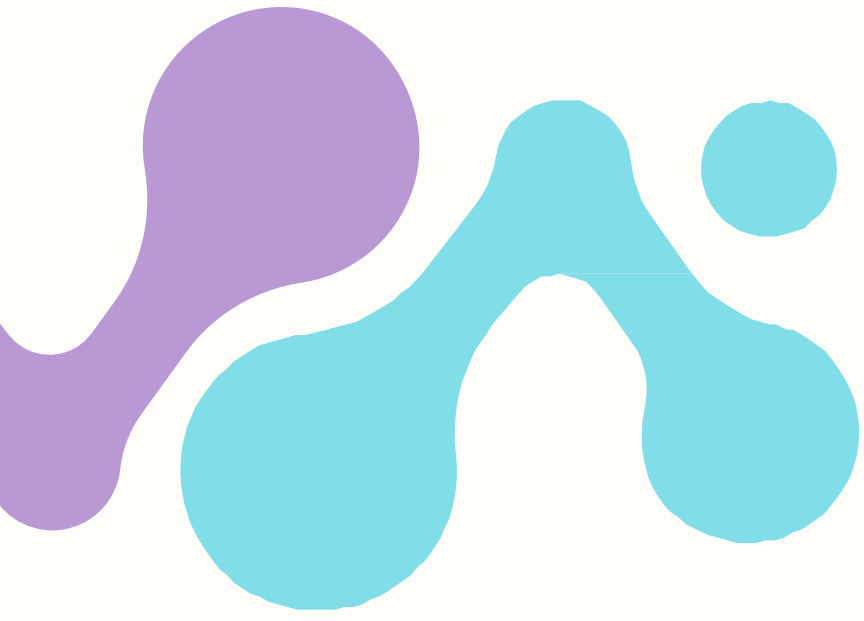


FINAL THOUGHT:

How do you say
«maternity matters»
in your language?

THANK YOU





Co-funded by
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[Project website here](#)

imamvirtual.eu@gmail.com

