



QUESTIONS FOR MONITORING AND OVERSIGHT

In your country...

- How does the legislation covering parental leave interact with other labour or gender equality laws? Are there gaps that should be filled?
- Are parental leave entitlements and options well publicized by the government? Do workers have a good understanding of their rights and responsibilities?
- Does the complexity of administrative processes limit access to parental leave? Could these processes be simplified?
- Are women in lower-paying, part-time, and/or temporary jobs eligible for paid leave? What about migrants? Agricultural workers? Self-employed workers or small business owners? Domestic workers? Students?
- If paternity leave and/or parental leave exists, what does the data show? Are fathers actually taking it? Why or why not?
- Is disaggregated data currently collected on the take-up rates among employees in both the government and private sector? Is this data used to identify barriers and where supplementary resources and education are needed?
- What civil society organizations advocate on this issue locally? What insight, data, analysis, or new perspectives can they provide?
- Does the end of the parental leave coincide with the start of eligibility for the enrollment of babies in affordable childcare centres, or are families struggling to fill the gap? (I.e., do parents need to find alternate childcare until their baby meets the age requirement for most childcare centres?)
- In practice, can families afford to take the leave they are entitled to?
- In contributory schemes, what do the leave benefits look like for workers with different contribution capacities?
- Do women experience workplace discrimination after taking maternity leave despite laws that prohibit this? What about fathers after taking paternity and/or parental leave?
- What additional supports are provided through workplaces? Do any major employers voluntarily offer additional benefits to parents that could offer lessons learned?
- Do collective bargaining agreements replace or extend legislated provisions on leave policies for parents?
- To what degree do the financial entitlements factor into parent(s)' decisions on the length of leave they will take?
- What percentage of new mothers are single? Do leave provisions provide enough support for them?
- Are women who are pregnant – or may become pregnant – considered for employment on an equal basis with other women and men? Are employers allowed to question a job applicant about her intention to have children? Does it happen in practice?
- How are pension benefits accumulated during periods of parental leave?