



Governing Body

323rd Session, Geneva, 12–27 March 2015

GB.323/PFA/10

Programme, Financial and Administrative Section
Personnel Segment

PFA

Date: 16 February 2015
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TENTH ITEM ON THE AGENDA

Amendments to the Staff Regulations

Maternity leave

Purpose of the document

The Governing Body is invited to approve the proposed amendments to the Staff Regulations concerning parental leave (see the draft decision in paragraph 5).

Relevant strategic objective: Governance, support and management.

Policy implications: None.

Legal implications: Amendments to the Staff Regulations.

Financial implications: None.

Follow-up action required: Amending the Staff Regulations.

Author unit: Human Resources Development Department (HRD).

Related documents: GB.320/PFA/13;GB.322/PFA/9.

1. At its 320th Session in March 2014, the Governing Body was informed that discussions were continuing regarding, inter alia, measures to provide better support for officials with family responsibilities, in particular in the area of maternity protection. It was confirmed to the Governing Body at its 322nd Session that such measures were still under discussion and that the results would be presented to the Governing Body at its 323rd Session in March 2015. The present document meets this purpose.
2. The Office and the Staff Union concluded on 5 February 2015 a new collective agreement on maternity protection aimed at aligning the ILO's provisions with already existing practices of other organizations of the United Nations common system and also taking account of relevant international labour standards, in particular the Maternity Protection Convention, 2000 (No. 183), and Maternity Protection Recommendation, 2000 (No. 191), and the Workers with Family Responsibilities Convention, 1981 (No. 156). It covers provisions on the maternity leave period, a reminder of the key principles of employment protection and non-discrimination and includes progressive measures to support the return to work of officials following a period of parental leave, and to facilitate nursing.
3. The implementation of the new agreement requires the amendment of provisions on maternity leave in article 8.7 of the Staff Regulations as follows:

Article 8.7

Parental leave

Maternity leave

1. (a) An official shall be entitled to maternity leave with full salary and allowances upon the presentation of a certificate, signed by a duly qualified medical practitioner, that her confinement will probably take place within six weeks. At the request of the official the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the probable date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted; in the case of single birth, 20 weeks in the case of birth of twins, and 22 weeks in the case of birth of triplets or more. Maternity leave shall ~~except that~~ in no case shall it terminate less than ten weeks after the actual date of confinement for single birth, 14 weeks for the birth of twins, and 16 weeks for the birth of triplets or more.

(b) In maternity cases an official shall be entitled to reimbursement of the cost of attendance by a doctor or midwife, in accordance with a scale to be drawn up by the Director-General after consulting the Joint Negotiating Committee.

(c) Upon presentation of a certificate, signed by a duly qualified medical practitioner or midwife, that she is pregnant or breastfeeding, an official shall be temporarily transferred to other work if in the opinion of the Medical Adviser her job involves work which may prejudice her health or that of her child.

(d) An official shall be entitled to ~~time off for~~ two 30-minute periods nursing breaks daily in order to nurse their child. In addition, she shall be entitled to reasonable time for commuting for nursing purposes up to a maximum time of 60 minutes per day until the child reaches the age of six months.

4. These amendments to the Staff Regulations are expected to have no financial impact and would be absorbed within existing resources.

Draft decision

5. ***The Governing Body approves the proposed amendments to the Staff Regulations contained in paragraph 3 above.***