



ASEAN INTER-PARLIAMENTARY ASSEMBLY
37TH GENERAL ASSEMBLY
29TH SEPTEMBER – 3RD OCTOBER 2016
NAYPYITAW, MYANMAR

Res/37GA/2016/WAIPA/03

**RESOLUTION ON EXTENDING THE MATERNITY BENEFITS OF
WORKING WOMEN IN ASEAN**

The Thirty-Seventh AIPA General Assembly:

Mindful that ASEAN Member States are signatories to various international human rights instruments enshrining women's right to maternity protection;

Recalling the Universal Declaration of Human Rights adopted by the United Nations General Assembly on 10 December 1948 in Paris which sets the fundamental human rights to be universally protected by all nations, declares that motherhood and childhood are entitled to special care and assistance;

Noting Article 10(2) of the International Covenant on Economic, Social and Cultural Rights, which entered into force on 3 January 1976, provides that special protection should be accorded to mothers during the reasonable period before and after childbirth;

Being aware of the provisions of the Maternity Protection Convention 2000 (No. 183) and its accompanying Recommendation (No. 191) which to set a higher and more comprehensive standard on population coverage, health protection, maternity leave and leave in case of illness or complications, cash benefits, employment protection and non-discrimination, and breastfeeding;

Noting Article 11 (2) of the CEDAW 1979 which provides for the prevention of discrimination against women on the grounds of marriage or maternity and assuring their right to work.

Adhering to the ASEAN Charter ratified by ASEAN Member States in 2008, which states that ASEAN shall enhance the well-being and livelihood of the peoples of ASEAN by providing them with equitable access to opportunities for human development, social welfare and justice;

Reiterating the Kuala Lumpur Declaration on ASEAN 2025: "Forging Ahead Together" adopted at the 27th ASEAN Summit in Kuala Lumpur, Malaysia in 2015 in which Member States committed to undertake the realisation of the ASEAN Socio-

Cultural Community towards an inclusive community that promotes high quality of life, equitable access to opportunities for all and promotes and protects human rights of women, children, youth, the elderly/older persons, persons with disabilities, migrant workers, and vulnerable and marginalised groups;

Acknowledging that while there are ASEAN Member States who already streamlined international agreements on extending maternity benefits into their national legislation, there are ASEAN Member States who are yet to comply with international standards on maternity protection;

Knowing the fact that there are women workers in ASEAN who are still denied of their right to maternity benefits.

Hereby Resolves to:

Advocate for the crafting of enabling national legislation in accordance with international standards on extending maternity protection to working women in ASEAN;

Ensure that ASEAN Member States implement appropriate policies and programs which support the key elements of maternity protection, such as: (1) maternity leave; (2) health protection at the workplace for pregnant and breastfeeding women; (3) advocating for the provision of cash and medical benefits; (4) employment protection and non-discrimination; and (5) breastfeeding support and childcare facilities at work;

Call upon AIPA Member States to develop paternity /parental leave policies in order to encourage fathers to share their responsibilities for the care of children;

Encourage respective Governments of ASEAN to realize the benefits of extending reasonable maternity schemes for women workers which include promotion of economic development, protection of women's health, creation of a more stable and loyal workforce, and reduction of employee absenteeism, among others;

Urge respective Governments of ASEAN to create enabling environment, strengthen existing mechanisms, and allocate funds intended for maternity benefits of women in ASEAN;

Call upon AIPA Member Parliaments to strengthen collaboration and monitor the implementation of international conventions, regional agreements, and national laws relevant to extending maternity benefits for the working women in ASEAN.

Adopted on the 1st Day of October 2016 during the 37th AIPA General Assembly in Nay Pyi Taw, Myanmar.