

First, you need to check the provisions of article 8.7 of the Staff Regulations, the Office procedure IGDS No. 629 on parental leave, and the Collective Agreement on maternity protection and parental leave in the ILO, negotiated by your Staff Union in 2023.

These provisions contain information for both birthing and non-birthing parents.

If you have an established or fixed-term contract and your current appointment covers your pregnancy and parental leave, you have the right as a birthing parent to 26 weeks of parental leave and as a non-birthing parent to 16 weeks of parental leave.

For birthing parents whose fixed-term contract is terminated or not renewed based on considerations not connected to pregnancy, and due to expire within 6 weeks of the baby's due date or before the completion of the 16 weeks of parental leave, the contract will be extended to cover the 16 weeks of parental leave with full salary and allowances.

Non-birthing parents whose contract ends during parental leave based on unrelated considerations, can take the leave up to the end date of their contract.

Contracts shall not be extended for the purpose of providing parental leave.

If you have a short-term contract

and your baby's due date  
is before the end of your contract,  
as a birthing parent, you will also  
be entitled to 16 weeks parental leave,  
from two weeks prior to the expected date of delivery.  
If needed, your contract will be extended to cover this period.

The right to parental leave  
for  
non-birthing parent,  
as staff members  
on a short-term contract,  
is dependent on the length of service.

If you have been employed  
for more than six months  
before the expected date of childbirth  
or the arrival of the child,  
you will benefit from  
eight weeks of parental leave,  
and if you've been there less than six months,  
you will benefit from four weeks of parental leave.

However, these periods of leave  
must be included  
in your current contract.

If the contract ends  
during the parental leave,  
it shall not be extended,  
for the purpose of providing parental leave.

If you are in a difficult situation,

note that Chapter 4  
of the Human Resources Development manual, a  
non-negotiated manual, drafted  
by the Human Resources Department,  
mentions in its section 4.11  
“If an official's contract ends  
during her pregnancy  
or during either post-natal maternity  
leave or adoption leave,  
and the responsible chief  
does not intend to extend her contract,  
s/he should refer the matter  
to the HR Partner”.

If you are feeling unwell  
during your pregnancy at the ILO,  
you can let MEDSERV know.

MEDSERV staff act as consultants in relation to staff health matters.

In addition to longer parental leave  
for both birthing and non-birthday parents  
the Staff Union has successfully advocated for and negotiated  
several other improvements, including  
replacement funding,  
including for staff  
funded by Technical Cooperation,  
making parental leave  
a real entitlement and reducing  
discrimination in the employment of future  
parents on short projects;

an extension of the adoption age so that  
staff can go on  
parental leave when they adopt a child up to 18 years old;  
an extended period of compassionate  
leave in the event of death,  
still birth or other hardship suffered by the employee;  
more gender-sensitive language,  
improved nursing arrangements, and more.

The Staff Union's working group on  
Diversity, Equality and Work-life Balance  
promotes  
and supports the monitoring  
of parental leave agreements,  
ensuring the well-being of the baby or child  
and parents,  
irrespective of grade, gender,  
source of funding or duty station  
and promoting gender equality  
in retention  
and access to  
career opportunities.

If you need support,  
reach out to your Staff Union representatives,  
and remember that the Staff Union's  
legal advisor is also  
here to help you.

Thank you very much.