

Virtually every country around the world has adopted some type of maternity protection legislation and laws and measures to support workers with family responsibilities, especially fathers, are increasingly emerging across the world. This policy interest stems from a set of developments which, to different extents, affect societies in both developing and developed countries and include, among other issues: the rise in women's paid work, though this is offset by the persistent inequality in the share of unpaid care work in the household (Miranda, 2011); work intensification and the growth in non-standard work, which has been particularly significant for women workers (Ghosh, 2014); the decline in fertility and simultaneous growth in the ageing population; and changes in the pattern of family make-up (such as the growth of single-parent households) (ILO, 2011a). In some countries, the global economic crisis and the consequent public spending cuts and austerity measures have further exacerbated the pre-existing gender inequalities and tensions between paid work and care responsibilities (Antonopoulos, 2014). In light of these challenges and, to use Esping-Anderson's (2009) term, an "incomplete or stalled gender revolution", there is an increasing awareness of the need to reconfigure the work, family and personal lives of both men and women, taking into consideration the role that maternity protection and work-family policies can play in this process. In this context, fathers undertaking a more active role in caregiving is likely to be one of the most significant social developments of the twenty-first century (UN, 2011; O'Brien, 2013). Thus, this current edition of the report reflects these developments, extending the review of national legislation and practice to both maternity and paternity issues at work. This approach is in line with the fundamental objective of protecting the unique biological function of women through specific maternity protection measures,⁵ as stated in ILO maternity protection instruments, while simultaneously achieving the goal of equal opportunity and treatment for women and men, set out in the gender equality international labour standards.

Monitoring and assessing national progress towards the core elements of the Decent Work Agenda are long-standing concerns for the ILO and its constituents. The 2008 Declaration on Social Justice for a Fair Globalization provides that member States may consider "the

establishment of appropriate indicators or statistics, if necessary with the assistance of the ILO, to monitor and evaluate the progress made" (Paragraph II.B.ii). In September 2008, following an international Tripartite Meeting of Experts (TME) on the Measurement of Decent Work, the ILO adopted a framework of Decent Work Indicators that was presented to the 18th International Conference of Labour Statisticians in December 2008. The framework identifies ten substantive elements in line with the four strategic pillars of the Decent Work Agenda (full and productive employment, rights at work, social protection and the promotion of social dialogue). "Combining work, family and personal life" (COMB) is one of the ten substantive elements of the Decent Work Agenda.⁶ As pointed out by Heymann et al. (2013), "Virtually no one would argue that a job that requires an adult to sacrifice the reasonable care needs of their children, parents, or other family members is a 'good' job". The COMB component includes a number of indicators that relate to standard and fundamental principles and rights at work and to maternity protection. Two Legal Framework Indicators cover this thematic area: (1) maternity leave (including number of weeks of leave and rate of benefits) and (2) parental leave. These aim to provide essential information on legislation and practice covering maternity and paternity at work, in particular:

- (a) law, policies or institutions on paid maternity, paternity and parental leave that are in place, including workers covered and excluded by the system;
- (b) qualifying conditions to access paid maternity, paternity and parental leave;
- (c) duration of maternity, paternity and parental leave and level of related benefits during leave periods;
- (d) the systems in place to finance paternity and parental leave and maternity benefits;
- (e) evidence of how effectively the legislation is implemented (i.e., comments of ILO supervisory bodies, if available);
- (f) rough estimates of the number of workers covered, both in law ("coverage in law") and in practice ("coverage in practice");
- (g) ratification of relevant ILO Conventions (ILO, 2012c).