

“Mothers at the Workplace”

2024 - 2027

Subcommittee Women at the Workplace
GE and Women Rights Committee
CINGO CoE

1. Description of ‘Maternal Mobbing’:

- “**Maternal mobbing**” describes health-harming abusive conducts at work targeting women wishing to have children, pregnant women and mothers. Mobbing directly impacts the capacity of women to conciliate their work and their motherhood or wish for motherhood.
- Indeed, motherhood changes the way in which women are viewed as workers in terms of expected work focus, proficiency and commitment, which creates a ground for discriminatory practices.
- It **can include**:
 - refusal to hire mothers or expectant mothers, detrimental changes in the terms of the contract when returning from maternity leave, harassment and even dismissal.

2. Legal Framework at the Council of Europe

❖ *European Social Charter:*

Article 8: *Employed women, in case of **maternity**, have the right to a special protection*

Article 16: *The **family** as a fundamental unit of society has the right to appropriate social, legal and economic protection to ensure its full development*

Article 20: *All workers have the right to equal opportunities and equal treatment in matters of employment and occupation **without discrimination on the grounds of sex**.*

Article 27: *All persons with **family responsibilities** and who are engaged or wish to engage in employment have a right to do so without being subject to discrimination and as far as possible without conflict between their employment and family responsibilities*

❖ *Resolution 2167 (2017) “The employment rights of domestic workers, especially women, in Europe”*

❖ *PACE Resolution 2235 (2018) “Empowering women in the economy”*

3. Situations of Maternal Mobbing collected from the Sub Committee

- a) Discriminatory practices towards pregnant workers
- b) Refusal to recruit, changes of the contract, dismissals, no extension, harassment ...
- c) Difficult work-life balance measures
- d) No good position and support at the SMEs or companies
- e) No leadership position at the **Armed Forces**.

4. Solutions proposed by the Subcommittee

- Obligation to have a Kindergarten, and other accessible, affordable, quality childcare
- Labour market has to adapt to the needs of mothers – Work life balance:
 - Promote new forms of work for mothers through flexible working hours, teleworking ...
 - Legal recognition of the unpaid care work of the Women
 - Increase the access to Maternal leave and paternal leave
- Protecting women from maternal Mobbing and Recognize maternal mobbing as a problem that need to be tackled
 - Support women in challenging situations (low income, self-employed, single, large family etc.)
 - Fair Tax Justice: splitting
 - Motherhood pay-gap and pension pay gap
- Implement training programs to put women in the Military hierarchy

5. Next Action Points of this Subcommittee for 2025-2027

- (1) Awareness raising within the CINGO
 - Organisation of an informative meeting within the Conference?
 - Sharing briefings with other NGOs?
- (2) Doing research and a questionnaire about the best practices of 5/6 Members States
- (3) Plan an event or a paper with experts on this topic
- (4) Recommendations to the Council of Europe/ Committee of Ministers
 - ➔ recommend to the CoE to have some teaching materials about how women can use their rights for a fair maternity
- (5) Collaboration with the European Social Charter and the Equality Committee (EGA) of the Council of Europe