

## **Childbirth and Adoption Resource Enrichment Program (CARE Program)**

Committee: Human Rights 1

Topic: Equity in Parental Leave: Establishing Basic Rights for Fathers

Submitters: Great Britain

Co-Submitters: Germany, Poland, Malta, Canada, Norway, United States, Japan, Finland, Ecuador, Mozambique, Netherlands, Switzerland, South Africa

The General Assembly,

Deeply concerned about the unbalanced life that citizens of nations without federally mandated parental leave policies endure,

Acknowledging the pandemic's siege on mental health and its impact on the initial productivity rates of diverse employees, especially working parents,

Observing the injustices that parents face when returning to the workforce directly after a miscarriage or stillbirth as they attempt to recover from the traumatizing experience,

Noting that companies are spending too much of company assets on employee replacement as gestational parents quit jobs to take care of their children,

Contemplating the gaps in existing frameworks that do not address the requirements of parental leave for underserved parents with low-paying jobs,

Condemning the treatment of non-gestational parents and the limitations on bonding experiences with their children placed on them,

Reflecting upon the oversight in current parental leave regulations for parents experiencing stillbirth, miscarriage, or other pregnancy-related issues,

1. Further encourages the creation of post-adoption (for children under the age of 5) and post-surrogacy leave:

- a. Many adoptive or surrogate parents do not receive the proper time to spend time with new additions to their families, with employers believing that the adoption of non-biological children does not have a physical or mental toll worthy of a break
- b. To give adoptive parents more time to welcome children into their family, establish a 4- to 6-week paid leave;

3. Supports parents experiencing post-birth issues, miscarriage, or stillbirth by:

- a. Providing a 4- to 6-week paid leave for mothers in the event of a miscarriage or stillbirth

- b. Allowing families to take time to grieve their loss without having to worry about financial consequences

4. Calls for a mandatory paid leave period of eight weeks, both pre and post-natal to encourage the participation of non-gestational parents and increase employee retention, saving businesses significant costs associated with replacing employees

- a. Paid leave should cover anywhere from 80% to 100% (percent should remain at the job's discretion with 80% and 100% as minimums and maximums, respectively) of the employee's original salary, stemming from the same structure that original salaries were paid from
- b. For small businesses that cannot support such high funding with low productivity rates, funding should stem from micro-loans/financing that can be repaid once productivity increases once again. Nonprofit loan organizations such as Kiva can be used to finance the business and use repaid loans to aid other small businesses;

5. Establishes the creation of a new sub-committee titled the United Nations Parental Leave Services (UNPLS),

- c. Any nation interested in improving, enforcing, or establishing equal parental leave policies may join
- d. The committee shall assemble twice a year to discuss specific issues related to parental leave
- e. Each participating nation should enlist 2 representatives to speak for their country
- f. Funded and supported by the United Nations Children's Fund (UNICEF);

7. Requests that parents who have requested parental leave be protected from being fired or facing discrimination in their place of work.

- a. encourages member states to create policies and strengthen regulations on parental leave policies, ensuring that they are not fired.