Module 8 - Assessment matrix for "Maternity"

Government strategy	Existing provisions	Policy gaps	Implementation issues	Recommendations[1]
The Government aims at providing income security to women in case of pregnancy and delivery, at guaranteeing access to safe deliveries for all mothers and newborn children, and at reversing the trend of declining fertility in Coresia	Compulsory contributory scheme (NSPP) for private sector employees providing fixed benefit of COD15,000 and 50 per cent income replacement for 3 months Compulsory contributory scheme for civil servants, police and military personnel, veterans (PSP) providing fixed benefit of COD15,000 and 50 per cent income replacement for 3 months Distribution of fortified mix of cereals and grains to pregnant women and mothers with children up to 4 years of age from poor households (CMN)	No maternity benefit package for women in informal employment and SME employees CMN is funded by WFP and needs to be funded by Government revenues to ensure sustainability No paternity benefits for all workers	Majority of formal sector employees not covered by NSPP due to social evasion by employers The CMN programme is still in pilot phase in a few provinces only	(*) R1 – Explore possibility of extending maternity benefits to female informal economy workers (Δ) R2 – Explore possibility of funding CMN through Government revenues and expanding the programme to more provinces (Δ) R3 – Strict enforcement of the NSPP Law to prevent social evasion, e.g. impose penalty for evasion and establish a supervisory and inspection mechanism (Δ) R4 – Extend the NSPP Law to include enterprises with 1–10 employees (Δ) R5 – Design a paternity benefit programme for formal and informal sector workers

[1] Two types of recommendations were formed: (*) designates the provision of additional SPF benefits or increase of coverage; cost of these can be calculated using RAP; (Δ) designates requirement for detailed studies; can be implemented through specific TC projects