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| **Interview Questionnaire**  **Int. 11 - Impact Assessment**  **Technical Assistance for Promoting Decent Future of Work Approach with a Focus on Gender Equality** | |
| ***Name of the responder:*** | |
| ***Institution:*** | |
| ***Position:*** | |
| ***Contact information***  ***Phone:***  ***email:*** | |
| ***Type of organization*** | |
| * Government * Private Sector | * Academia * Other Please specify ………………… |
| * NGO |  |
| **Date: …./……/2021** |  |
| **Questions to be replied by the responder.** | |
| 1. Based on your institutional experience, which specific articles of the labour law are more influential in increasing women’s employment? | |
| 2. Are there any bottlenecks in the implementation of the law and its relevant regulations? | |
| 3. How would you assess the provisions in the law and regulations with regards to employer obligations to increase women’s employment? Are these provisions sufficient? Are they being implemented effectively? | |
| 4. Based on the official data in your institution, do you think that the new Labour Law increased women’s employment and/or retained employment? | |
| 5. Could you please name the provisions that you see as the most effective and least effective in implementation among the list below:  a. Maternity leave  b. Paternity leave  c. Female employee quota  d. Transportation provision for women working in the night shifts  e. Day care centre and breastfeeding room obligation  f. Severance pay in case of termination of work contract due to marriage  Other | |
| 1. Was your Institution/Division involved in the preparation of the Labour Law No 8423 came into act in 2003? What kind of issues were you objecting while in the preparation process and were your considerations/objections taken into consideration? | |
| 1. What has your Institution/Division/ been doing about implementation of the Labour Law No 8423? | |
| 1. Which are the key country institutions/agencies most active and relevant for successful implementation of the Labour law? | |
| 1. Who are the key external partners of your division/office/institutions’ work on the implementation of the Labour Law and how are they involved? | |
| 1. Describe the role and participation of the key partners to the implementation of the Labour Law like government institutions, private sector establishments, trade, and labour unions etc. | |
| 1. According to your opinion what are the strongest and weakest points of the Labour Law in terms of promoting women employment and to respond international commitments in this respect? | |
| 1. How exactly has the labour Law contributed to women employment? Do you have any kind of data to reveal/prove it? | |
| 1. Do you have any monitoring and evaluation plan in place to follow up the implementation of the law in different sectors? | |
| 1. General comments about the challenges faced in the implementation of the Labour Law in terms of atypical work, working Leaves, flexicurity, care facilities and unpaid care giving?\* | |
| 1. What should be the Ministry’s/ Institutions’ priorities to ensure better/effective implementation of the Labour law in the future in terms of atypical work, working Leaves, flexicurity, care facilities and unpaid care giving?\* | |
| 1. Constraints/suggestions to make implementation of the Labour Law more effective/sustainable in terms of atypical work, working Leaves, flexicurity, care facilities and unpaid care giving?\* | |
| ***Thank you..*** | |

\*Categories mentioned in the ToR were considered. 4 different questions can be asked for each category or relevant articles in the labour law would be mentioned instead