

## **Protection of Mothers of Children with Severe Disabilities.**

Category: Employment

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Written by EPP

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### **Requisitos.**

Awarded to working mothers of children with severe, irreversible and permanent disabilities, in vegetative and bedridden states, with a tendency to progression over time and profound effects on the neurocognitive and adaptive functions of the environment in pediatric age, without the possibility of institutional care.

For the provision of the service, the following requirements must be met:

- The mother was linked to the job at the time of the child's birth or when the child became disabled;
- has abandoned his employment relationship due to the need to dedicate himself to his care;
- the child's degree of disability prevents him from accessing the national education system, including any type of educational care or other institutional alternative of MINSAP;
- The child with severe disabilities is in pediatric age, considering that at this stage they benefit from outpatient rehabilitation and stimulation programs, as well as educational and psycho-pedagogical programs, essential for the evolution, prognosis and maintenance of the quality of life.

### **Characteristics.**

Mothers protected with this modality receive a temporary monetary benefit from Social Assistance equivalent to their last earned salary, except the stimulation in freely convertible currency.

In the case of the worker who earns a salary linked to the systems of payment by results, the average salary resulting from the wages accrued by her is credited, during the six months immediately prior to the date of her termination of employment.

Mothers have the right to receive the scale salary increase that is made, as part of the salary policy that is applied, excluding the new additional payments that are approved.

When salary increases are approved, the municipal Deputy Director for Prevention, Assistance and Social Work will request certification from the Director of Human Resources at his last workplace, reflecting the increase in the salary approved for the position he held.

The mothers of children with severe disabilities who receive the 85 pesos, corresponding to the increases made to Social Assistance benefits, in 2005 and 2008, will continue to enjoy this income, which

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decreases, in the same amount as wage increases are made. New approved applications will only receive the benefit equivalent to the last salary earned.

For the enjoyment of other Social Assistance benefits in those family centers where the mother receives salary protection, the requirements established for its granting must be met. Similar analysis is taken into account for modification or extinction of the benefits they currently receive.

### **Corresponds to the Director of Municipal Work:**

- Manage the worker's employment file, with the administration of the workplace to which she belonged;
- Enable the Registry of Wages and Service Time, model (SNC-2-25) and keep it updated, complying with the provisions of the legislation for these purposes;
- Promote the retirement process when appropriate, through the municipal INASS Affiliates.

For new applications that are submitted and meet the established requirements, the recognition is approved, from the date of approval in the Board of Directors of the Ministry of Labor and Social Security, of the period dedicated to the care of your child, such as service time for retirement purposes. If further checked, that the family nucleus presents economic insufficiency, an exceptional temporary monetary benefit is approved.

The granting of modification or termination of this type of protection is the power of the Department of Prevention, Assistance and Social Work of the Ministry of Labor and Social Security.