



International Labour Organization
Conditions of Work and Equality Department
Geneva, Switzerland



Maternity and paternity at work: ILO perspectives, challenges and opportunities

WABA/UNICEF Stockholm Symposium
Contemporary solutions to an age-old challenge: Breastfeeding and work
26-28th September 2015

Laura Addati
Maternity Protection and Work-Family Specialist
ILO Gender, Equality and Diversity Branch (GED)
www.ilo.org/maternityprotection

Maternity protection and the ILO




- An ILO priority since 1919: 3 Conventions
- A set of fundamental labour rights to promote health, gender equality and non-discrimination
- A precondition for equality and opportunity and treatment at work
- A right for all women

The core elements of Maternity Protection in Convention No. 183

- Maternity Leave
- Cash and medical benefits
- Health protection at the workplace
- Employment protection and non-discrimination
- Breastfeeding arrangements at work






Maternity protection and the ILO

- An ILO priority since 1919: 3 Conventions
- A fundamental set of labour rights to promote health, gender equality and non-discrimination
- A precondition for equality of opportunity and treatment at work
- A right for all women

ILO Integrated Framework: Conventions on Maternity Protection and Workers with Family Responsibilities, No. 156 (1981)





Maternity protection and the ILO

- An ILO priority since 1919: 3 Conventions
- A fundamental set of labour rights to promote health, gender equality and non-discrimination
- A precondition for equality and opportunity and treatment at work
- A right for all women



Universality of scope

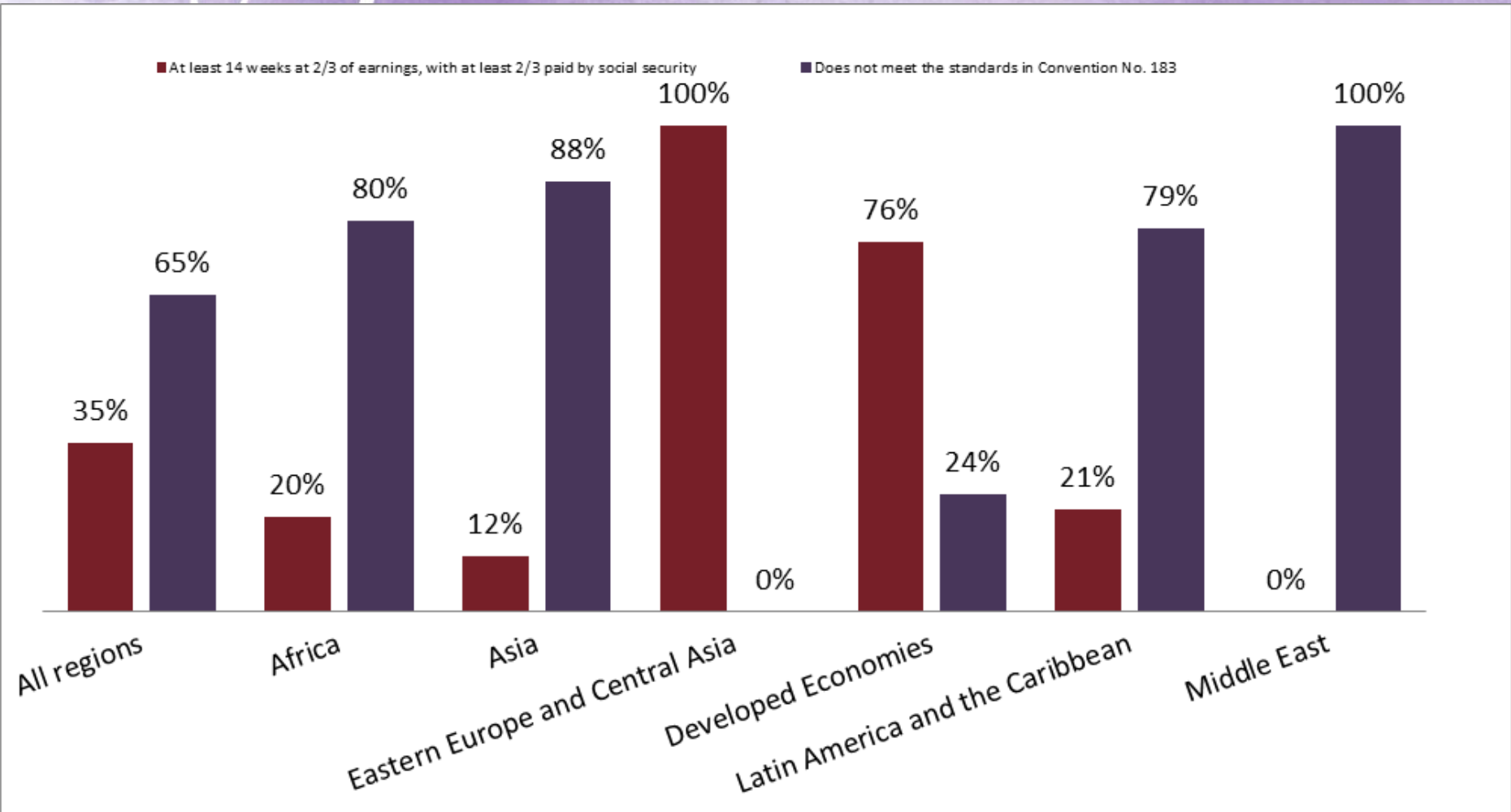
- **Maternity protection: *all employed women***, including those in atypical forms of dependent work (art. 2, **C183**)
- **Essential health care and basic income security in case of maternity: *all residents*** in active age who are unable to earn sufficient income (par. 5.a and c, **R202**)
- **Progressive extension, in law and practice, to *all workers in the informal economy***, social security, maternity protection, etc...(par. 18, **R204**)



Key challenges

- **Non conformity of regulations:** 35% (59 countries) meet the requirements of C.183 on paid leave and funding
- Only 28.4 per cent of employed women (330 million) are effectively protected
- In 25% (47 countries), benefits are paid solely by the employer.
- Short paternity leave and gender leave gaps.
- Lack of breastfeeding, childcare and other family care services.
- Shortage of family-friendly work arrangements.

Compliance with C183: leave duration, amount and source of funding, 2013 (169 countries)



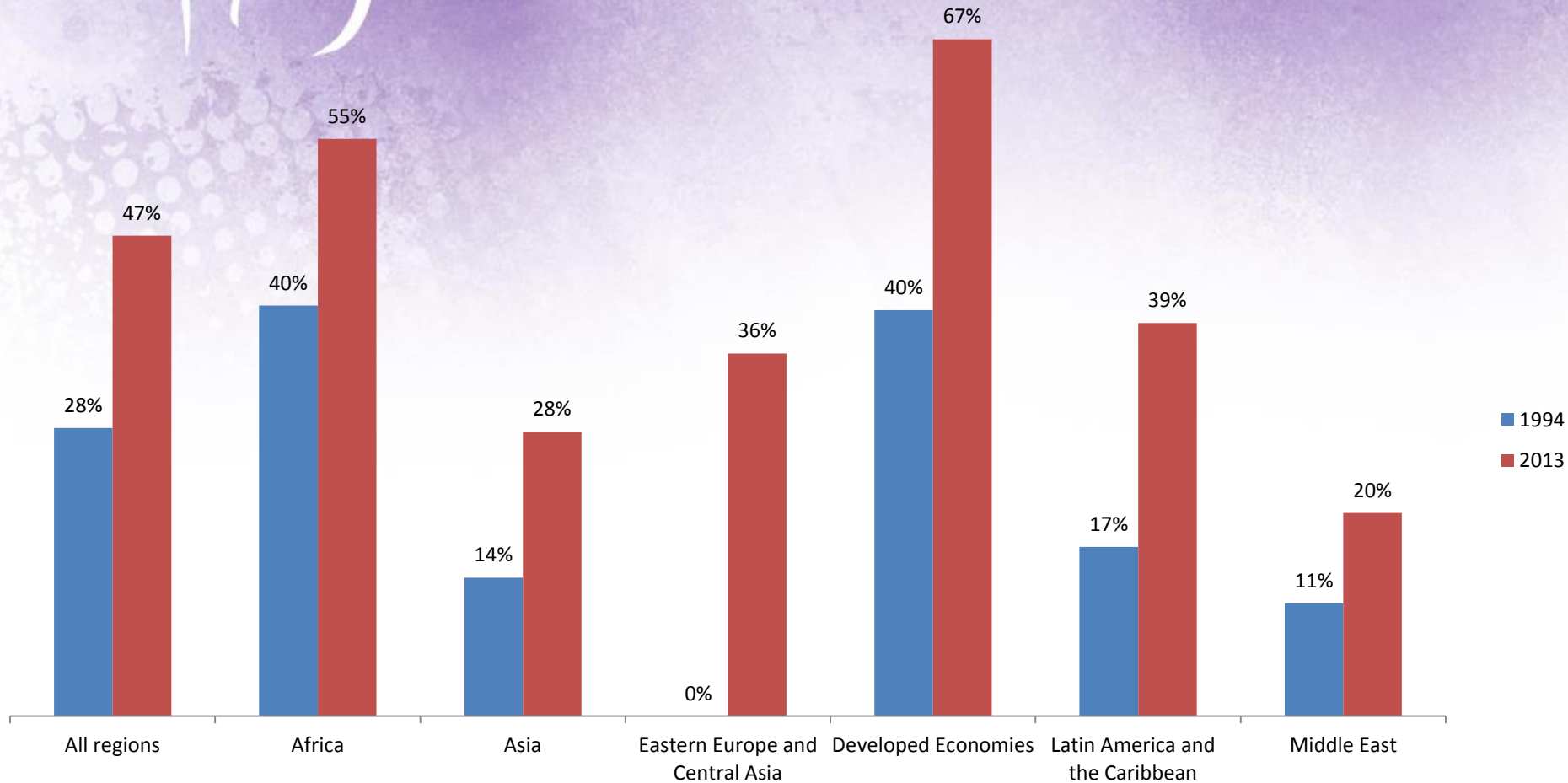
Source: ILO, 2014 "Maternity and paternity at work. Law and practice across the world" and 2015 ILO updates



Key challenges

- **Non conformity of regulations:** 35% (59 countries) meet the requirements of C.183 on paid leave and funding
- **Employer liability:** In 25% (47 countries), benefits are paid solely by the employer
- **Implementation gap:** Only 28.4 % of employed women (330 million) are effectively protected
- **Insufficient support for fathers:** Short paternity leave and gender leave gaps
- **Inadequate continuum of support measures:** lack of breastfeeding, childcare and other family care services and family-friendly working arrangements

Paternity leave trends, 1994 and 2013

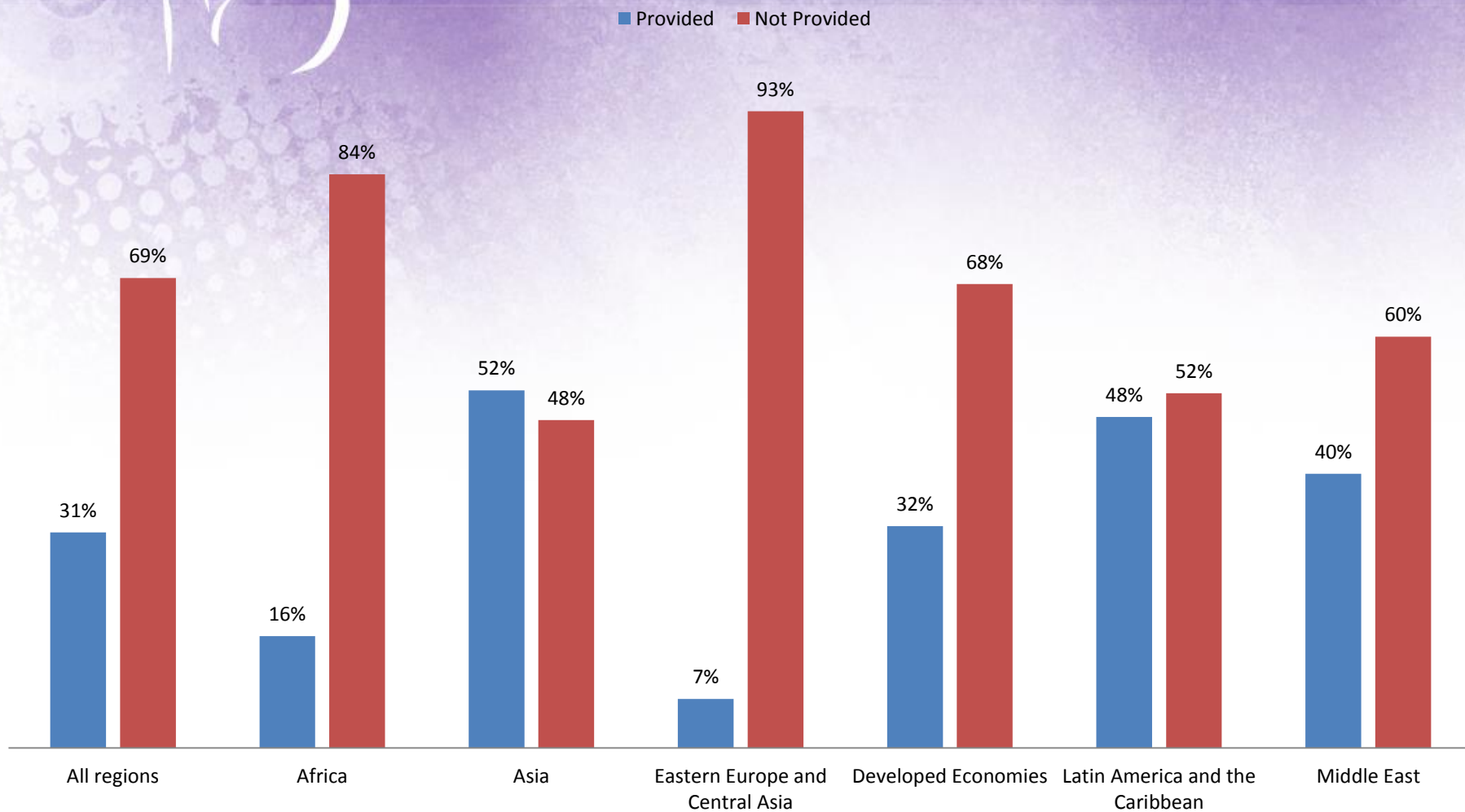





Key challenges

- **Non conformity of regulations:** 35% (59 countries) meet the requirements of C.183 on paid leave and funding
- **Employer liability:** In 25% (47 countries), benefits are paid solely by the employer
- **Implementation gap:** Only 28.4 % of employed women (330 million) are effectively protected
- **Insufficient support for fathers:** Short paternity leave and gender leave gaps
- **Inadequate continuum of support measures:** lack of breastfeeding, childcare and other family care services and family-friendly working arrangements

Provision of nursing facilities, (159 countries), 2013





Opportunities and innovative approaches

- Maternity protection is **feasible and affordable** and brings about numerous benefits
- Adopting and implementing inclusive laws and policies: **coverage for all**
- Designing integrated maternity protection and work-family policies to achieve **effective gender equality**
- Addressing maternity, paternity and care as **collective responsibilities**
- Promote the key role of multiple actors, including **governments, workers' and employers' organizations**

BREASTFEEDING AND WORK



World Health
Organization



International Labour
Organization

LET'S MAKE IT WORK!

WHAT TRADE UNIONS CAN DO



INFORM WOMEN ABOUT
THEIR RIGHTS

ENSURE BREASTFEEDING
WOMEN'S VOICES ARE
HEARD THROUGH
CONSULTATIONS AND
NEGOTIATIONS

ADVOCATE FOR
MATERNITY PROVISIONS
THROUGH COLLECTIVE
AGREEMENTS

BREASTFEEDING SUPPORT IN THE
WORKPLACE BOOSTS STAFF MORALE

LET'S MAKE IT WORK!

WHAT EMPLOYERS CAN DO



OFFER PAID
MATERNITY LEAVE

PROVIDE PLACE AND TIME
TO EXPRESS (PUMP) MILK

PROVIDE OPTIONS
FOR MOTHERS:

ON-SITE CHILD CARE

FLEXIBLE WORK SCHEDULES

TELEWORKING

PART-TIME WORK

LET MOTHERS BRING
THEIR BABIES TO WORK

BREASTFEEDING SUPPORT IN THE WORKPLACE
SAVES BUSINESSES MONEY



For more information:

www.ilo.org/maternityprotection

Contact:

Laura Addati

Email: addati@ilo.org