

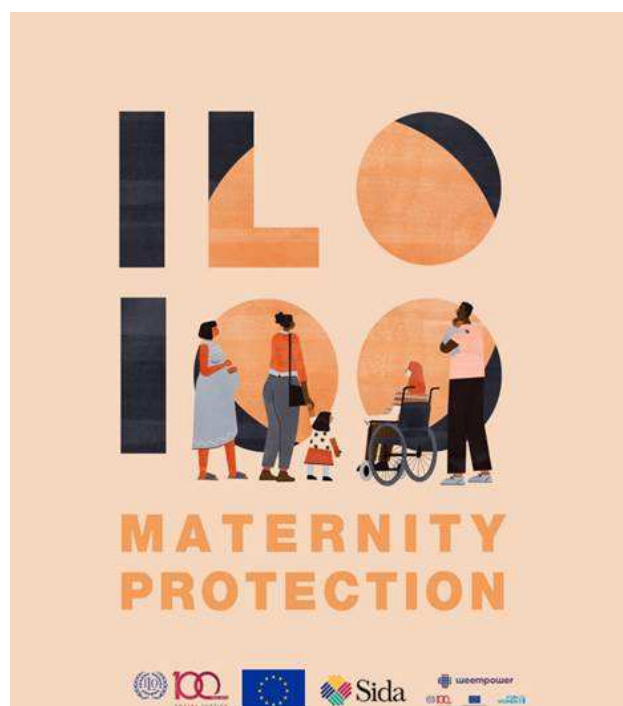


A Century of maternity protection: Transforming leave and care policies for a better future of work for all

Friday, 08 November 2019

ILO Geneva Headquarters

EVENT BRIEF



"The converging environmental crises that face humankind forces us to consider the meaning of a sustainable world. While the mounting evidence of widespread insecurity, alienation and discontent provokes similar consideration of the meaning of a flourishing life, it seems to me that care – of ourselves and of others and our environment – has a vital part to play in the search for a sustainable world and a flourishing life. Transforming leave policies is a necessary though by no means a sufficient condition for enabling care to play that part in our individual and collective futures."

(Prof. Peter Moss, Co-founder, International Leave Network on Leave Policies & Research)



The event “100 Years of Maternity Protection: Transforming Leave and Care Policies for All” was hosted by the ILO and the European Commission in collaboration with UN Women, UNICEF, WHO and the International Network on Leave Policies & Research (INLPR). The event panellists and about 200 attendees included individuals from governments, employers’ and workers’ organisations members of the ILO Governing Body (GB), companies, non-governmental organisations and academia.

The event marked the centenary of the adoption of the first international labour standard on gender equality at work, the Maternity Protection Convention, 1919 (No. 3). It represented one of the major celebratory events on gender equality taking place during the ILO Centenary year (2019), which was marked by the adoption of the [ILO Centenary Declaration for the Future of Work](#) as well as the [ILO Violence and Harassment Convention, 2019 \(No. 190\)](#) and its accompanying [Recommendation \(No. 206\)](#). The ILO Centenary Declaration calls for “achieving gender equality at work through a transformative agenda”, enabling a more balanced sharing of family responsibilities and a better work-life balance. It also calls for investing in the care economy.



OPENING REMARKS

Ms. Shauna Olney, Chief, Gender, Equality and Diversity Branch and ILOAIDS, ILO, noted that the adoption of the Maternity Protection Convention, 1919 (No. 3) by the first International Labour Conference in Washington exactly 100 years ago was the result of women’s advocacy. One century and three maternity protection Conventions later, maternity protection is not a reality for the majority of women across the world. “None of us can do this alone” and partnerships can help accelerate progress on gender equality.

Mr. Guy Ryder, Director-General, ILO, acknowledged the historical role of women in achieving “revolutionary” maternity protection standards at that time. They included leave, income security, employment protection and quality maternal health care. Globally, only 41% of women with newborns receive maternity benefits. This means that more than 800 million women workers around the world are not adequately protected, mostly working in the informal economy in Africa and Asia. Maternity protection is just as important today as it was 100 years ago. It advances women’s rights and their economic empowerment. It supports women’s wage growth, addressing the gender wage gap, and their career progression. It is also good for companies: by supporting maternity leave, they are investing in the retention of their staff. To put it in other words, maternity protection is good for societies, and it is good for economies.



Mr. Gerton van den Akker, *Head, Section for Labour and Health Issues, European Union Delegation to the UN in Geneva*, noted gender equality as a key element in the political guidelines of the incoming European Commission, with the first female President-elect.

Ms. Věra Jourová, *EU Commissioner for Justice, Consumers and Gender Equality, European Union*, (video message), mentioned that Convention No. 3 was the first international labour standard for gender equality and established that work and the private life are interwoven. The ILO Centenary Declaration for the Future of Work will also provide scope for achieving better work-life balance. In this context, the EU has made an important step forward with its package of measures on better work-life balance of working parents under the newly adopted [Directive on work-life balance for parents and carers](#). It represented a crucial milestone for equality legislation in Europe, and was the first deliverable under the European Pillar of Social Rights to help redistribute unpaid care and decrease discrimination. It was also the first piece of gender equality legislation in Europe for a decade. The EU will now work to make sure that the new rights enshrined in the directive are properly implemented by Member States.



Dr. Naoko Yamamoto, *Assistant Director-General, UHC/Healthier Population, WHO*, stated that maternity protection is a collective responsibility, which can strengthen infants' brain development and increase women's economic participation and health. Longer paid maternity leave is associated with lower infant mortality in low- and middle-income countries. When mothers return to work, they need adequate breaks to nurse or express breastmilk, as well as safe and hygienic facilities for nursing at or near the workplace. On-site childcare facilities or telework, as well as protecting women in the informal economy, can help make maternity protection feasible.

Ms. Christine Löw, *Director, Liaison Office Geneva, UN Women*, highlighted that maternity protection helps women achieve economic empowerment and have a voice in their family decisions; it gives an exit if these relationships break down or turn into abuse. Maternity protection aligns with the Sustainable Development Goals (SDGs). Financial barriers often prevent women from claiming existing legal rights. Today, we need to move beyond maternity leave and promote a comprehensive system of paid parental leave that enables both partners to share childcare responsibilities.

Ms. Margaret O'Brien, *Professor at University College London; Co-organisier, INLPR*, noted that the Leave Network carries out annual reports on leave policies in over 40 countries around the world



and extends its tracking to review take-up rates, including by fathers, and whether governments recognise diverse family structures. Well-paid leave (at least 66 per cent) and non-transferrable leave are best to promote the take-up of leave by fathers and partners. These policies are also a form of children's rights and must be applicable to different vulnerable work arrangements. INLPR's research shows that even in Europe, 10% of women and 12% of men were ineligible for parental leave due to non-compliance with qualifying conditions, such as job tenure, freelancing and self-employment. Without these entitlements, they are less likely to maintain labour market engagement and sustainable living. Tragically, young women are the most disadvantaged.



PANEL DISCUSSIONS

HIGH-LEVEL PANEL, moderated by **Ms. Sharia Amin**, journalist.

Ms. Yolanda Valdeolivas Garcia, *State Secretary for Employment, Spain*, stated that building on maternity protection and inclusion of men in care work protects the social future while improving women's situation in the labour market. Gender-equality at work through a strategy of co-responsibility in employment and unpaid care work is important to consolidate work-family balance. Proactive public action is essential to promote genuine equality between women and men and prevent direct and indirect discrimination against workers with care responsibilities. This includes progressively extending non-transferable, equal paid leave, guaranteeing women's job attachment, and changing stereotypes, including at the workplace, through Companies' Equality Plans.

H.E. Evan P. Garcia, *Ambassador Extraordinary and Plenipotentiary, and Permanent Representative, Philippines*, highlighted that maternity protection provides a platform for women's self-agency and full potential. He discussed the cultural differences in social realities of childcare and motherhood, such as single parents and the role of the extended family in raising a child. Legal protections must provide for direct and indirect environmental and social assistance, especially since informal work is a major source of work for many low- and middle-income countries. This includes mandates for care support, such as breastfeeding stations, women in policy-making roles and the reflection of maternity protection in legal frameworks.

H.E. Frank Tressler Zamorano, *Ambassador Extraordinary and Plenipotentiary, and Permanent Representative, Chile*, stated that legal changes in maternity protection are most effective when they translate into cultural shifts, with more men involved in childcare. Maternity



protection must include both labour and educational reforms to change gender stereotypes, such as that women's work and care work are less valuable than traditionally masculine forms of work. In addition to the State, companies have also a key role to play as regulated on workplace childcare services in Chile. Maternity protection must also adapt to the new world of work and issues such as flexibility, transparency and cultural change can enable long-term transformation.

Mr. Francis Bwalya, *Counsellor-Health, Permanent Mission of the Republic of Zambia to the United Nations Office*, addressed the different country-specific aspects of maternity protection, such as high rates of mothers with HIV. In 2019, maternity leave was extended to 14 weeks in line with ILO standards and five days of paternity leave were introduced. This was seen as a catalyst to improve fathers' involvement in childcare issues. These reforms ensure that women can remain productive and be protected from unlawful dismissals and discrimination. These laws also ensure that women's reproductive functions do not affect economies and societies. The new labour code also includes maternity protection provisions that put health care at the centre and also apply to workers in the informal economy or SMEs. Robust and inclusive social protection systems are essential.

Ms. Jacqueline Mugo, *Member of IOE management board; Executive Director of Federation of Kenya Employers; Titular member of the ILO Governing Body*, discussed how employers' organizations and companies are setting up maternity benefits, breastfeeding support, crèches and flexible working time arrangements, going beyond the law. Employers' organisations around the world – representing over 50 million company members – are making efforts to create awareness-raising on regulatory provisions; to build capacities to enhance legal compliance; to promote a family-friendly workplace and training for women's economic empowerment and leadership. Employers can help create policies, such as robust social protection systems, and codes of practice to support family friendly initiatives.

Ms. Catelene Passchier, *Special adviser to the President of the Netherlands Trade Union Confederation (FNV); Chair of the Workers' Group of the ILO*, proposed a re-examination of the main four spheres of life: work, free time, care and sleep. To help make maternity protection and public childcare services universal by 2030, interpreting private choices as a public interest can help to enable men's and women's multiple roles in life and to address demographic challenges. Through freedom of association and the right to collective bargaining, stable employment relations and investments into the care economy, the creation of public care services stimulates employment and fulfils a transformative agenda.

The ILO Governing Body's representative of the **Government of Germany** took the floor to underline the federal government's commitment to promoting maternity protection at work across the globe. Germany recently updated its Maternity Protection Act to make it more inclusive, extending coverage to university students. He also indicated that the Ministries of Labour and Family Affairs were undertaking preliminary work to prepare potential ratification proceedings for the ratification of the ILO Maternity Protection Convention, 2000 (No. 183) in the near future.

ROUNDTABLE 1

Dr. Francesco Branca, *Director, Department of Nutrition for Health and Development, WHO, Moderator*, highlighted that maternity protection policies are so important for mothers and babies, as well as for business. Adequate paid maternity leave, access to quality childcare, breastfeeding breaks and dedicated nursing spaces are critical workplace policies. An increase in the legislation of



the duration of paid maternity leave is associated with a 6% increase in the prevalence of breastfeeding. This is one the most important and less costly health interventions.

Ms. Jody Heymann, *Professor, UCLA WORLD Policy Analysis Center*, emphasized that since 1995 there has been continued and steady progress, with a real increase in the number of countries guaranteeing at least 14 weeks of maternity leave in line with Convention No. 183. In 1995, only one out of five countries provided paid paternity leave. Currently, it was more than half. When maternity and paternity laws are adopted, norms become more egalitarian, in terms of attitudes towards women's work as well as women making more economic decisions in the household. The positive health impacts are also considerable. Research shows that one additional month of paid maternity leave leads to 14% less infant mortality. It also improves vaccination rates as well as access and use of modern contraception, with all the accompanying health benefits to mothers and children. Research also shows that there is no concern about negative effects of any of the maternity leave durations set out in ILO international labour standards. The issues about economic consequences are only found for leave durations of at least nine-twelve months or more. These cases concern a very small number of countries. Coverage gaps are also an intersectional issue, especially since no countries give equal leave to same-sex couples. On affordability of universal maternity protection, the real question is "can countries afford not to have it?"

Ms. María Paz Anzorreguy, *Director of ILO Coordination, IOE*, discussed the business case for maternity protection: a healthier, less stressed workforce, higher retention, positive reputation and increased productivity. Striking the right balance on leave duration and funding modalities is essential so that the health and economic security of the mother and her children are guaranteed, women are not away for too long – affecting their professional development – , and the competitiveness of companies is preserved. Optimum maternity protection is a collective responsibility and governments have a key role in creating the fiscal space to fund work-life balance measures. The IOE has launched a Global Gender Network, a platform bringing together representatives of employers' organisations and companies to share best practices, training and awareness raising. Collective agreements promoting breastfeeding and flexible work based on bipartite work of employers' and workers' organizations are important tools for sectoral and company-based approaches. The Centenary declaration also contains a tripartite commitment to the achievement of gender equality through a transformative agenda that promotes work-life balance.

Ms. Catalina Devandas, *UN Special Rapporteur on the Rights of Persons with Disabilities*, noted the unique struggles women with disabilities face before, during and after pregnancy. Specific maternity protections for women with disabilities – based on both contributory and non-contributory social protection systems – protect women in informal employment, allow for longer leave, enable access to healthcare and infrastructure and establish additional supports, especially since many women with disabilities are often single mothers. The UN Convention on the Rights of Persons with Disabilities and the call for "leaving none behind" in the Sustainable Development Declaration mean ensuring that any policy intervention, practice and law should take into consideration the needs and rights of persons with disabilities. Also care policies need to be included within social protection schemes and the cost of having a disability needs to be factored through support for personal assistance and flexibility for reasonable accommodation.

Ms. Bianca Stumbitz, *Research Fellow, Middlesex University London*, highlighted that maternity protection is a shared responsibility, and measures to increase coverage in the informal economy require a multipronged approach involving multiple stakeholders. Given their resource constraints, SMEs often assume that they cannot afford maternity protection and perceive it as a



burden. However, there are some low-cost supports that are feasible, even in the context of the informal economy. These measures can lead to a range of positive outcomes for mothers and employers and are also associated with improved performance and productivity. There is no evidence that this type of support harms small firms. Lack of awareness of workers' rights and employers' duties, especially in the informal economy, is a key challenge. Cultural views, funding, access and infrastructure barriers exist in the case studies presented, which require a culturally-sensitive and multipronged approach in both large enterprises and SMEs.

ROUNDTABLE 2

Ms. Verena Knaus, *Senior Policy Advisor, UNICEF, Moderator*, stressed that maternity protection is core business and a priority for all the participants. The challenge ahead is big: today two thirds of children less than one year of age live in countries where there are no provisions at all for partners to take leave. Forty per cent of children under six months in the world do not yet benefit from exclusive breastfeeding and only 35% of households globally receive some form of child or family cash benefits. UNICEF sees three interlocking areas for transformative change: time, services and funding modalities.

Ms. Maureen Gouverneur, *Ministry of Solidarity and Health, Social Cohesion General Directorate, France*, emphasized the goal of achieving genuine gender equality as a key priority of the G7 French presidency. She also presented some of France's transformative policies, such as extending leave for special circumstances to fathers, opening new government-funded crèches in rural and socially disadvantaged areas and offering childcare to mother jobseekers as a means to support their return to work. A 2018 law helps to promote gender equality within companies. Leave reforms are being debated in France, such as equalizing parental leave rights among wage earners and the self-employed, and introducing shorter, nontransferable, better-remunerated leave to address gender stereotypes in unpaid care work. A continuum between the different policies and collective bargaining is also important.

Ms. Chidi King, *Director of Equality Department, ITUC*, elaborated on the transformative role of ILO conventions in trade unions' work for maternity protection around the world, including advocacy, collective bargaining and lobby for legislation reforms. The emphasis is on the need for a comprehensive and integrated approach to maternity protection. With the changing world of work and increasingly de-regulated labour market, trade unions have become less and less able to exercise freedom of association rights. These are essential to ensure that adequate legislation is implemented in informal and casual employment in order to promote gender equality. Priority should be put on marginalized groups, such as migrant workers, women of colour and disabled women who suffer multiple forms of discrimination and are less likely to benefit from care policies.

Ms. Sonia Malaspina, *HR Director South Europe, Danone*, explained the direct social and financial benefits of leave gained for both employers and employees. Companies can bridge government gaps in childcare by working with government incentives, trade unions and workers. Shaping the workplace of the future with an inclusive and technological environment with parental leave and flexible policies can reverse declining birth rates, promote parents' return to work, bring more women into leadership positions and develop managerial and soft skills learned during leave for both mothers and fathers. Collecting data on the impact of these workplace policies played a key role in convincing management in investing in maternity and showing that parenthood is a value for the company and not a penalty.



Ms. Marian Baird, *Professor, University of Sydney*, mentioned that the introduction of government-funded maternity leave in Australia had a positive impact especially on low-income women, who had no access to maternity leave before. It resulted in better mental and physical health for mothers and babies. It also increased the proportion of women who returned to the same job after maternity leave. Employers have also supplemented the scheme, increasing the duration of paid leave, with a compounding effect in the economy. Awareness-raising campaigns made a significant difference in promoting the introduction of the new policy and rights. Diverse policies to include single mothers, same-sex couples, surrogate mothers and mothers having difficulty conceiving are needed.

Ms. Juliana Franzoni, *Professor, University of Costa Rica*, showed that in Latin America, maternity leave coverage increased over the last decades to include domestic workers and the self-employed. The challenges ahead have to do with the length of maternity leave, as well as the design and actual policy implementation, which should benefit all working mothers, including domestic workers. The region must have paternity leave in all countries, and these leaves must be longer than a few days to be truly transformative in the redistribution of unpaid care work. Publicly funded paternity leave removes liability from employers and transforms norms of masculinity.

ROUNDTABLE 3

Ms Christine Löw, *Director, Liaison Office Geneva, UN WOMEN, Moderator*, emphasized that when both men and women learn how to become caregivers, the wage gap is minimised, women return to work and infants can bond with both parents in these critical early days. This is why maternity and shared parental leave are so crucial. Under the 2030 Sustainable Development Agenda, the imperative is leaving none behind. In her closing, she called for ratification of gender equality conventions, including the newly adopted Convention No. 190.

H.E. Silvia Elena Alfaro Espinosa, *Ambassador and Permanent Representative, Peru*, called for a multidimensional way of looking at maternity protection and an analysis of what the future of jobs will be for all to align values with action. In some countries, the majority of women work in the informal economy and different family structures exist. Capacity building to transform social norms and create an intercultural and multilingual healthcare system accessible to all, including indigenous peoples, is crucial for adequate maternity protection.

Ms. Liesbet Stevens, *Deputy Director, Institute for the Equality of Women and Men, Belgium*, highlighted the pervasiveness of maternity discrimination. Providing legal assistance and policy guidance, conducting research and creating awareness-raising campaigns is a multifaceted way to combat discrimination. Parenthood is often unexpected for employers, which may affect implicit norms of work and negative perceptions of pregnancy and parenthood. There is a need to redefine the ideal worker as a person with care responsibilities, have a gender-equal leave policy in place and guarantee equal opportunities and treatment to leave takers. Adequately-resourced equality bodies with a specific mandate on gender equality are essential.

Ms. Marie Clarke Walker, *Secretary-Treasurer, Canadian Labour Congress*, explored the historical regional differences in maternity protection provisions within Canada and the key role that the labour movement played since 1921 in progressively improving those protections. Analysing intersectionality in pay, violence and harassment and childcare makes maternity protection and social support more equitable, stimulating social change. Unions in Canada are working with the federal government to create transformative policies in child and elder care responsibilities,



including improving working conditions in the care sector, and an increase in the federal minimum wage. Gender equality benefits all. It's way past time to make it a reality everywhere.

Ms. Annick Masselot, *Professor, University of Canterbury*, noted disconnects between adequate laws and implementation and high level of discrimination in the EU. Legal gaps include strict definitions of sex discrimination, which workers are covered and when pregnancy protection starts and ends, especially in regards to breastfeeding. Gaps exist due to legal costs, the long court process and because the judicial system is ill equipped to protect care and new forms of work. Maternity protection and care policies do not exist in a vacuum; care service and social welfare must be considered from a holistic approach. Care should be put at the centre, not only as a women's issues, but as a human right issue.

Mr. Dean Peacock, *Senior Advisor for Global Advocacy, PROMUNDO*, discussed PROMUNDO's campaign asking 50 countries to establish specific sustainable and equitable care, health and education policies by 2030. "The MenCare 50-50 pledge" has five targets: 1) equal and non-transferable parental leave; 2) quality childcare; 3) raising men's share of care and transforming masculinity; 4) awareness-raising for gender equality with men and boys; 5) monitoring and evaluation of policies. A more equal sharing of unpaid care work decreases violence, increases relationship equality and women's access to sexual and reproductive health services. Men also have improved health and connectivity with greater family involvement. These efforts need to be scaled-up and sustained over time, with a more prominent role of public policies.

FUTURE PROSPECTS AND CONCLUSIONS

Mr. Gerton van den Akker, *Head, Section for Labour and Health Issues, European Union Delegation to the UN in Geneva*, highlighted the role of partnerships between governments, companies, and workers' organisations in tackling the global childcare crisis, supporting diverse family structures and addressing the changing world of work. The evidence of the benefits of family-friendly policies calls for greater investment and universal adoption and compliance. Moving from viewing work-family balance as an individual matter to a shared responsibility is crucial in order to promote children and parents' well-being. The European Union legislative framework has been ground-breaking and focuses on tackling gender discrimination in the workplace and making maternity protection a reality for all women, including those in self-employment. EU directives have extended social protection rights to millions of women in the labour market, strengthened female entrepreneurs and addressed the situation of women in new forms of precarious employment. The new Work-Life Balance Directive moves to the dual-earner and dual-career model of work-family balance. Effective implementation is needed to change mind-sets and make a gender equality society a reality.

Mr. Peter Moss, *Co-founder, International Network on Leave Policies and Research (INLPR)*, noted that ILO maternity protection standards are a milestone in social policy and the starting point of a long journey to the goal of creating a more equitable relationship between employment, care and gender. Three dimensions rest at the heart of transforming leave and care policies for a better future of work for all: 1) Re-conceptualising leave policies as a citizenship right to a universal, publicly-funded "leave to care". This will make leave genuinely inclusive, effective and available for all, including workers in the informal economy, in precarious employment relationships or diversifying family relationships and household compositions. 2) Move to a life-course perspective to leave, including not only infants and young children, but also adolescents, young and older adults.



EU's new directive on work-life balance is an important recognition of the need for this wider perspective, but there is still a long way to a genuinely comprehensive leave to care. 3) Alignment of leave policies to: other care policies to ensure there is not a gap between the end of well-paid leave and the beginning of a legal entitlement to early childhood education. Align policies between women and men to promote men's caring role; Align public and workplace leave policies, so workplace culture and practice is commensurate with a dual carer model and a multi-activity society. Both gender-responsive design of leave policy and cultural change matter. *"Truly transformative change will only come about when a dual carer model, which assumes men as well as women have care responsibilities, becomes embedded in society"*. Target setting and impact evaluation, including take-up and coverage rates are essential policy tools.

Ms. Manuela Tomei, *Director, Conditions of Work and Equality Department, ILO*, highlighted the multidisciplinary nature of the conversation and the convergence of views of the international community both in terms of the diagnostic and possible solutions to move forward, which might help in terms of accelerating the change. Maternity protection is now firmly implanted in the agenda for sustainable development, as well as in the ILO's future of work agenda. It is vital to women's and children's health, crucial to gender equality at work and to address the challenges of an ageing society and changing world of work. It is good for business. There has been a great deal of progress. However, many countries still do not comply with all of the requirements of the ILO conventions. The coverage gap is huge and motherhood is still related to multiple employment-related penalties.

Maternity protection needs to be seen as part of a broader and integrated set of care policy measures that are advancing gender equality and parenthood. This includes inclusive, well-designed and financed paternity and parental leave, childcare and elderly care services, family-friendly and decent working time arrangements. We need to develop a care strategy and invest in it, inclusive and gender responsive social protection systems. We need to re-engineer, reinvent the social protection systems. It is clear maternity protection and care more broadly is society's responsibility.

No single act, law or policy alone will make it happen. Genuine dialogue, cooperation and partnerships are essential. This means more coherence and synergy among relevant government agencies, health, education, labour and other sectors need to come together with a view to contributing to policy coherence, not only at national but also at the international level as well. There is no one size fits all recipe, but we need to adapt to different country's circumstances, different forms of employment; this is very important in a changing labour market landscape and enterprise size. We also need to work better, faster and together with a view to increasing ratification of Convention No. 183 to honour its upcoming twentieth anniversary in 2020. The Centenary event managed to analyse historical achievements and what needs to be done in future maternity protection. It is the beginning of a joint journey of transformation.



INAUGURATION OF THE PHOTO EXHIBITION “PORTRAIT OF A (WORKING) MOTHER” by Marina Cavazza and Egle Kachute

Mr. Gerton van den Akker, *Head, Section for Labour and Health Issues, European Union Delegation to the UN in Geneva*, introduced the opening of the new ILO photo exhibition and mentioned the UN Women-ILO [WE EMPOWER G7](#) programme “Promoting economic empowerment of women at work through responsible business conduct in G7 countries” funded by EU. The exhibition explores the growing tensions between work and family life for women and men, examining gender stereotype paradigms and traditional and modern role models.



ILO MEDIA COVERAGE

- ILO [press release](#)
- Twitter: @ILO, @ILO_NewYork, @GuyRyder, @AdamBowers7
 - o The [video on @ILO for Maternity Protection](#) has reached 15.5K views as of 15 December 2019, 500 likes and 262 retweets.
- Event [photos](#) and [videos](#)

EVENT PARTICIPANT STATISTICS

- Total number of participants: 232
- Gender Disaggregation:
 - o Identified as ‘Women’: 65.52% (152 participants);
 - o Identified as ‘Men’: 33.19% (77 participants);
 - o Identified as ‘Other’: 1.29% (3 participants).
- Geographical origin:
 - o G7: 14.22% (33 participants);
 - o EU: 29.31% (68 participants);
 - o United States, Canada and Japan: 3.88% (9 participants);



- Type of Organization :
 - o Governments: 31.47% (73 participants);
 - o Academia: 20.26% (47 participants);
 - o IGO or the UN system: 18.97% (44 participants);
 - o NGO / Civil Society Organization: 9.05% (21 participants);
 - o Employers' Organizations: 9.05% (21 participants);
 - o Workers' Organizations: 7.33% (17 participants);
 - o Companies: 3.88% (9 participants).

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100years of Maternity Protection: Transforming Leave and Care Policies for All

Social Media Clippings







Empower Women @Empower_Women · Nov 8

#Maternityprotection is 🔑 to gender equality at home, in the workplace and the community.

This year, the **#WeEmpower** programme of **#EU**, **@UN_Women** and **@ilo** are pleased to co-host a reception in celebration of **#ILO100!** 🎉 cc: **@ilo**



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UN News @UN_News_Centre · Nov 10

Norway began offering paid parental leave to mothers for a full year in the 1980s, and fathers are entitled to 14 weeks. Since then, participation of women in the workforce has risen from around 45 per cent to nearly 80 per cent. [#MaternityProtection](#)
news.un.org/en/audio/2017/...



↻ 25

♥ 54



Including a publication from UN News:

<https://news.un.org/en/audio/2017/10/634162>





IOE @ioevoice · Nov 8

During #ILO100 event on #maternityprotection, @Jacquelinemugo2 from #Employers: Kenyan companies are already going beyond law requirements by setting up creches & breastfeeding stations at the workplace and giving 'employer of the year' awards to those with inclusive policies



Jacqueline mugo and 9 others





IOE @ioevoice · Nov 8

1/"There is a clear [#business](#) case for maternity protection👩💼 in the workplace: healthier workforce, higher retention, positive reputation and increased [#productivity](#)", says IOE Director of [@ilo](#) Coordination [@mpanzorreguy](#) during [#ILO100](#) [#maternityprotection](#) event



Maria Paz Anzorreguy and 9 others



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Spotlight Initiative  @GlobalSpotlight · Nov 8

We are joining @ILO to celebrate 100 years since the adoption of the ILO [#maternityprotection](#) convention.

Maternity protection for all is the key to health, wealth, stability and equality in the home, the workplace and the world.

[#ILO100](#)



United Nations and ILO



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UN DESA Sustainable Development @SustDev · Nov 8

The ILO's first **#MaternityProtection** Convention turns 100 years old this month. But did you know it was updated in 2000 with Convention no. 183?

So far, C183 has been ratified by 38 countries. See if your country is one of them ilo.org/dyn/normlex/en...



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ILO Interviews:



Link for video: <https://twitter.com/AdamBowers7/status/1192843360811278337>



Link for video: <https://twitter.com/AdamBowers7/status/1192831072049999872>



 **Adam Bowers** @AdamBowers7 · Nov 8

It's 100 years since the @ILO adopted the first International labour standard on [#maternityprotection](#). Director of the ILO Work Quality Department, Manuela Tomei talks about its significance and the challenges that remain. [#ILO100](#)



837 views 0:37 / 2:20

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Link for video: <https://twitter.com/AdamBowers7/status/1192805276103200768>