









Ecuador*

* information updated as of August 2019

REFORM AGENDA

LEGAL TEXT	AREA FOR WOMEN'S ECONOMIC EMPOWERMENT	ACTION	CURRENT TEXT (TO BE REFORMED)
Labour Code (16 December, 2005).	Freedom of choice of employment 	Eliminate 	<p>Article 139. Maximum load limits for women and adolescents aged fifteen upwards. In the manual transport of load where women and minors are employed, the following maximum limits shall be observed:</p> <p>MAXIMUM LOAD LIMITS POUNDS</p> <p>Males up to age 16, 35 lb;</p> <p>Females up to age 18, 20 lb;</p> <p>Males between the ages of 15 and 18, 25 lb;</p> <p>Women from 15 to 18, 20 lb;</p> <p>Women aged 21 and over, 25 lb.</p> <p>RECOMMENDATION: Eliminate restrictions that limit women's freedom of choice of employment and that assimilate minors with women in terms of labour protection.</p>
	Equal pay 	Reform 	<p>Article 79. Equal pay. Equal pay must be awarded for equal work, without discrimination based on birth, age, sex, ethnicity, colour, social origin, political affiliation, economic position, sexual orientation, state of health, disability, or any other type of difference; furthermore, specialization and practice in the performance of the work shall be taken into consideration for the purposes of remuneration.</p> <p>RECOMMENDATION: Extend the principle of equal remuneration for work of equal value (and not only for equal work), in line with the provisions of ILO Convention 100.</p>
	Maternity protection 	Reform 	<p>Article 152. All working women have the right to paid leave of twelve (12) weeks for the birth of their child; in cases of multiple births this period is extended by ten additional days. Absence at work shall be justified by the presentation of a medical certificate granted by a practitioner of the Ecuadorian Institute of Social Security and, in the absence thereof, by another professional; the certificate must include the expected due date or the date on which the birth took place.</p> <p>RECOMMENDATION: Increase maternity leave to the minimum amount of 14 weeks established in ILO Convention 183.</p>
	Paternity leave 	Reform 	<p>Article 152. The father has the right to leave with remuneration for ten days for the birth of their daughter or son in the case of a normal birth; in cases of multiple births or cesarean births, the leave is extended by five days.</p> <p>RECOMMENDATION: Extend paternity leave.</p>