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breastfeeding support at work; 5.4.1 Business outcomes; (p. 94); 5.4.2 Challenges; 5 .5 Fertility, reproductive health and other social outcomes; 5.5.1 Fertility and reproductive health; 5.5.2 Social outcomes of breastfeeding support; 5 .6 Bringing men into the picture: The role of fathers; 5 .7 The role of gender composition of workplaces and sectors; 5 .8 Summary and discussion

6. Acheiving positive business and social outcomes: Processes

6 .1 Economic exchange; 6 .2 Social exchange; 6 .3 Knowledge exchange; 7. Effective maternity protection and positive outcomes for SMEs: Conditions under which positive relationships are more likely to materialize; 7 .1 Developed countries; 7.1.1 Regulation: Collectively funded 44 paid leaves involving minimal uncertainty for SMEs; and the enforcement of non-discrimination; 7.1.2 Good workplace maternity protection policies and practices as part of bundles; of family-oriented programmes; 7.1.3 Breastfeeding support

7.1.4 Help with child-care

7.1.5 A supportive workplace culture; Dialogue, give and take, and realistic expectations of employers and employees; Positive use of workplace practices; Multi-skilling; Organizational structures; 7.1.6 Organizational learning and willingness to experiment and innovate; 7.1.7 Information and support targeted at SMEs for managing maternity in sustainable ways; 7 .2 Developing countries; Table 7.1 Indicators of effective maternity protection; 7 .3 Indicators of effective maternity protection

Table 7.2 Additional indicators of effective maternity protection in developing countries

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#### Sommario/riassunto

This report reviews the key international literature in small and medium-sized enterprises (SMEs). It also addresses the questions of how, to what extent and under what conditions maternity protection in SMEs can generate positive outcomes for enterprises as well as broader society.

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