

1. Record Nr.	UNINA9910460680003321
Titolo	Maternity protection in SMEs : an international review // Suzan Lewis, [and others]
Pubbl/distr/stampa	Geneva, Switzerland : , : International Labour Office, , 2014 ©2014
ISBN	92-2-129066-2
Descrizione fisica	1 online resource (120 p.)
Disciplina	363.96
Soggetti	Reproductive rights Maternity leave - Law and legislation Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Title page; Copyright ; Foreword; Acknowledgements; Contents; Tables; Abbreviations and acronyms; Executive summary; Introduction and overview; Findings; Implications and recommendations; Conclusions; 1 . Introduction; 1 .1 Maternity protection and the ILO; 1 .2 . Overview; 2 . Theoretical framework; 2 .1 Economic and institutional perspectives on the existence of effective; 2 .2 . Social justice perspectives: Social exchange theory and sense of entitlement; 2 .3 . The resource-based view and dynamic capabilities to manage maternity productively; 2 .4 . Gender theory 2 .5 . Summary of theoretical framework3 . Method; 4. SMEs and maternity protection in context; 4 .1 SMEs: Definitions, characteristics and heterogeneity; 4 .2 Maternity protection and SMEs; 4.2.1 Maternity protection legislation; 4.2.2 Limitations of regulation: Exclusions and enforcement; 4 .3 Maternity protection in the five case study countries; 5. Outcomes of maternity protection in SMEs: Productive, sustainable and responsible workplaces; 5 .1 Introduction to the review; 5 .2 Perceived costs and negative impacts of maternity protection regulation in SMEs 5.2.1 Maternity need not harm SMEs5.2.2 Employer resistance to regulation vs. actual experience; 5 .3 Evidence of a link between the availability of family-friendly practices; 5 .4 The business case for

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. Achieving 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

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.
