

1. Record Nr.	UNINA9910786686303321
Autore	Addati Laura
Titolo	Maternity and paternity at work : law and practice across the world // Laura Addati, Naomi Cassirer, Katherine Gilchrist
Pubbl/distr/stampa	Geneva, Switzerland : , : International Labour Office, , 2014 ©2014
ISBN	92-2-128631-2
Descrizione fisica	1 online resource (204 pages) : illustrations, maps
Disciplina	331.25763
Soggetti	Family leave - Law and legislation Labor laws and legislation Labor contract - Switzerland Labor laws and legislation - Switzerland Maternity leave - Law and legislation - Switzerland ILO pub pub OIT
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	1. Introduction -- 2. Maternity leave -- 3. Paternity, parental and adoption leave -- 4. Employment protection and non-discrimination -- 5. Health protection at the workplace -- 6. Breastfeeding arrangements at work and childcare -- 7. Conclusions.
Sommario/riassunto	This report provides a picture of where we stand and what we have learned so far about maternity and paternity rights across the world. It offers a rich international comparative analysis of law and practice relating to maternity protection at work in 185 countries and territories, comprising leave, cash benefits, employment protection and non-discrimination, health protection, breastfeeding arrangements at work and childcare. Expanding on previous editions, it is based on an extensive set of new legal and statistical indicators, including coverage in law and in practice of paid maternity leave as well as statutory provision of paternity and parental leave and their evolution over the last 20 years. The report also takes account of the recent economic crisis and austerity measures. It shows how well national laws and

practice conform to the ILO Maternity Protection Convention, 2000 (No. 183), its accompanying Recommendation (No. 191) and the Workers with Family Responsibilities Convention, 1981 (No. 156), and offers guidance on policy design and implementation. This report shows that a majority of countries have established legislation to protect and support maternity and paternity at work, even if those provisions do not always meet the ILO standards. One of the persistent challenges is the effective implementation of legislation, to ensure that all workers are able to benefit from these essential labour rights.

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