



MATERNITY PROTECTION

Maternity Protection At Work

Lise Vogel



Maternity Protection At Work:

Maternity Protection at Work, 1999 Presents texts of a proposed Convention and Recommendation concerning the revision of the Maternity Protection Convention Revised 1952 No 103 and Recommendation 1952 No 95 *Maternity and Paternity at Work* Laura Addati, Naomi Cassirer, Katherine Gilchrist, International Labour Office, 2014 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 Maternity Protection at Work, 1999 The first discussion of the question of the revision of this conference took place at the 87th Session 1999 of the International Labour Conference Governments were invited to send any amendments or comments they might wish to make whether they considered that the proposed texts constituted a satisfactory basis for discussion by the Conference at its 88th Session 2000 At the time of drawing up this report the Office had received replies from the governments of 84 member States Publisher s description

Healthy Beginnings Jane Paul, International Labour Office, 2004 Improving maternal health and reducing child mortality are among the eight UN Millennium Development Goals This publication contains guidance on maternity protection in the workplace focusing on measures that can be taken to establish a decent workplace and to identify workplace risks The starting point is the Maternity Protection Convention No 183 adopted by the International Labour Conference in 2000 and its accompanying Recommendation No 191 The guide is intended for general use as a reference tool for employers workers trade union leaders occupation health and safety advisors labour inspectors and others involved in workplace health and maternity protection Maternity Protection at Work International Labour Office, 1997 *Safe Maternity and the World of Work*, 2007 Sketches the general concerns regarding maternal health in the context of the workplace Discusses priority areas within the ILO s mandate for improving social protection followed by a chapter on promoting decent work for health workers Lists the countries that have ratified the ILO Maternity Protection Conventions 1919 No 3 1952 No 103 2000 No 183

the Social Security Minimum Standards Convention 1952 No 102 and the Nursing Personnel Convention 1977 No 149

Maternity Protection at Work, 1999 **Maternity and Work** International Labour Office, 1994 Concern to protect working women in connection with pregnancy and childbirth appeared when women first entered factory employment and was reflected in the provision of maternity leave in some countries Over time maternity protection evolved to include measures to protect the pregnant woman's health so that work does not harm the development of the foetus Mothers on the Job Lise Vogel, 1993 Women's increasing demands for protection and benefits in the workplace especially with regard to maternity leave have sparked more than a century of controversy among feminists on how best to serve the needs of working women This debate continues to divide the feminist community One side believes women are better served by emphasizing equality with men pregnancy should be treated like any other disability The other side wants to recognize difference special provisions should apply only to pregnant women Lise Vogel examines the evolution of this debate on pregnant women in the workplace looking at theoretical as well as practical implications Vogel begins by assessing the history of the contemporary debate on pregnancy policy in the U S Since the middle of the nineteenth century American women have been torn by the contradictory demands of motherhood and the workplace Pregnancy was grounds for dismissal from work and few employers took action to protect pregnant workers To counter this early twentieth century feminists and reformers emphasized female specificity and women's special role In the 1960s activists adopted a strategy framed on equality which moved away from the earlier emphasis on differences The use of equality strategies to cover the female specific phenomenon of pregnancy turned out to have problems Now women's special needs were denied and ignored These difficulties and a series of court cases in the 1980s triggered debates in the feminist legal community Vogel looks at the litigation and debates which pitted advocates of gender neutral strategies against critics who called for female specific policies Vogel argues that in terms of practical benefits women will be served best by a gender neutral approach to pregnancy policy She encourages equality advocates to recognize the inherent diversity of individuals and points out the need to be sensitive to individual factors of race and class as well as sex **Maternity at Work** Ida Öun, Gloria Pardo Trujillo, 2005 Changes in the labour market over the past several decades including the increasing participation of women growing commitment to eliminating discrimination and falling fertility rates have made maternity protection ever more important Maternity provisions exist in the legislation of virtually all countries but there is considerable scope for improvement This study provides a comprehensive review of the main legal provisions in maternity protection legislation of 166 countries It analyses national provisions for maternity leave duration of leave cash benefits source of payment and scope other types of leave paternity leave parental leave and adoption leave protection from dismissal and discrimination and health protection for pregnant and nursing workers **Working Women and their Rights in the Workplace** Naeima Faraj A.A. Al-Hadad, 2016-03-09 This book addresses women's rights to work and motherhood in Libya from a legal and international human rights perspective In an attempt to solve the problem posed

by the perception that there is an unsolvable conflict between the right of women to work and their right to motherhood the author considers how these two sets of rights as protected under international human rights law can and should be recognised and promoted within the Libyan legal system Including first hand accounts of experiences of Libyan women the study voices their struggle for their rights as guaranteed by domestic law international conventions and Islam Providing a rare insight into a region striving to find its new identity the author assesses the adequacy of existing Libyan laws and where warranted offers proposals for legislative amendments to Libyan policy makers and its new Parliament at such a crucial time in the nation s history *Maternity Protection at Work, Press Clippings* ,1998 Maternity Protection at Work

International Labour Organization,1999 *Activities of the ILO, 1998-99* International Labour Office,2000 **Maternity Protection at Work** International Labour Organization,1999 **The Protection of Working Mothers** Karl Welzel,1963

Pregnant Pause Anne-Marie Mooney Cotter,2016-04-08 Maternity Discrimination is an ever increasingly important area of the law around the world affecting both women and men as they juggle parenthood and the workplace Pregnant Pause provides readers with a better understanding of the issue of maternity discrimination and inequality by looking at the primary role of legislation and its impact on the court process at both national and international levels for those suffering maternity discrimination It also discusses the two most important trade agreements of our day namely the North American Free Trade Agreement and the European Union Treaty in a historical and compelling analysis of maternity discrimination and employment By providing a detailed examination of the relationship between maternity issues in the workplace and the law the book will be an important read for all those concerned with equality Maternity at Work ,2010 This global report updates the current knowledge of the status and progress of maternity legislation around the world providing a comprehensive review of national legislative provisions for maternity protection in 167 member States with a particular focus on how well countries provisions conform to the ILO Maternity Protection Convention 2000 No 183 and its accompanying Recommendation No 191 The first section analyses three key aspects of maternity leave provisions the duration the cash benefit paid and the source of the funding The second part of the report covers other kinds of leave provisions safeguards on employment health and safety and breastfeeding **Revision of the Maternity Protection Convention 1919 (no. 3)** International Labour Office,1952 **Maternity protection at work** ,2000

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