Bibliography

- Abramo, L.; Todaro, R. 2002. *Cuestionando un mito: Costos laborales de hombres y mujeres en América Latina* (Lima, ILO).
- Addati, L.; N. Cassirer. 2008. *Equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS*, paper prepared for the UN CSW Expert Group Meeting, Geneva, 6-8 October (Geneva, UN).
- AFL-CIO Working Women's Department. 2001. *Bargaining fact sheet: Control over working hours and alternative work schedules* (Washington DC).
- African Commission on Human and People's Rights (ACHPR). 2003. *Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa* (Banjul).
- Albrecht, J.; Edin, P-A.; Sundström, M.; Vroman, S.B. 1999. "Career interruptions and subsequent earnings: A re-examination using Swedish data", in *The Journal of Human Resources*, Vol. 34, No. 2, pp. 294-311.
- Auerbach, K. 1990. "Assisting the employed breastfeeding mother", in *Journal of Nurses-Midwifery*, Vol. 35, No. 1, pp. 26-34.
- Australian Equal Opportunity for Women in the Workplace Agency (EOWA). 2002. *Employment matter guidelines: Arrangements for dealing with pregnancy, potential pregnancy and breastfeeding* (Canberra, Commonwealth of Australia).
- Australian Human Rights Commission (AHRC). 1998. *Pregnancy guidelines* (Sydney).
- Basu, R. 2009. "Pregnant? You're fired", in *The Straits Times*, 8 Nov.
- Bennhold, K. 2010. "The female factor: In Sweden, men can have it all", in *The New York Times*, 9 June (New York).
- Bertrand, M.; Goldin, C.; Katz, L. 2009. *Dynamics of the gender gap for young professionals in the financial and corporate sectors* (Harvard University and NBER). Available at http://www.economics.harvard.edu/faculty/goldin/files/Dynamics.pdf.
- Black, R.E. et al. 2010. "Global, regional, and national causes of child mortality in 2008: A systematic analysis", in *The Lancet*, Vol. 375, No. 9730, pp. 1969-1987.
- Blackden, C.M.; Bhanu, C. 1999. *Gender, growth and poverty reduction: Special programme of assistance for Africa* (Washington DC, World Bank).
- Block, P. 1987. *The empowered manager* (San Francisco, Jossey-Bass).
- Briodsky, J.; Habib J.; Hirschfeld, M. (eds). 2002. *Long-term care in developing countries: Ten case-studies* (Geneva, WHO).
- Cabinet MSA Senegal. 2010 Étude sur les conditions de travail dans le secteur agricole au Sénégal (Dakar).

- Carrion, A.T. 2007. "Information guide on setting-up, financing and administering maternity protection schemes" unpublished paper (Geneva, ILO).
- Cassirer, N.; Addati, L. 2007. *Expanding women's employment opportunities: Informal economy workers and the need for childcare*, ILO Paper DEPTS-2007-10-0394-2(b)-En.doc (Geneva).
- Cichon, M.; Newbrander, W.; Yamabana, H.; Weber, A.; Normand, C.; Dror, D.; Preker, A. 1999. *Modelling in health care finance: A compendium of quantitative techniques for health care financing* (Geneva, ILO).
- Clean Clothes Campaign (CCC). 2005. *Made by women: Gender, the global garment industry and the movement for women workers' rights* (Amsterdam, CCC International Secretariat).
- Cohen, R.; Mrtek, M.B. 1994. "The impact of two corporate lactation programs on the incidence and duration of breast-feeding by employed mothers", in *American Journal of Health Promotion*, Vol. 5, July-Aug., pp. 436-441.
- Cohen, R.; Mrtek, M.B.; Mrtek, R.G. 1995. "Comparison of maternal absenteeism and infant illness rates among breast-feeding and formula-feeding women in two corporations", in *American Journal of Health Promotion*, Vol. 10, No. 2, Nov-Dec., pp. 148-153.
- Coheur, A.; Jacquier, C.; Schmitt-Diabaté, V.; Schremmer, J. 2007. *Linkages between statutory social security schemes and community-based social protection mechanisms: A promising new approach*, Technical Report 09 (Geneva, International Social Security Association).
- Commission of the European Communities. 1999. *Report from the Commission on the implementation of Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the health and safety at work of pregnant workers and workers who have recently given birth or are breastfeeding* (Brussels).
- Commonwealth of Australia. 2000. *Balancing breastfeeding and work: Important information for workplaces* (Canberra).
- Communication to the Spring European Council. 2005. *Working together for growth and jobs A new start for the Lisbon Strategy*, communication from President Barroso in agreement with Vice-President Verheugen {SEC(2005) 192} {SEC(2005) 193} (Brussels).
- Cook, S.; Kabeer, N. 2009. *Socio-economic security over the life course: A global review of social protection* (Brighton, Institute for Development Studies).
- Correll, S.; Benard, S. 2010. "Normative discrimination and the motherhood penalty", in *Gender & Society*, Vol. 24, No. 5, pp. 616-646.
- Countdown Working Group on Health Policy and Health Systems. 2008. "Assessment of the health system and policy environment as a critical complement to tracking intervention coverage for maternal, newborn, and child health", in *The Lancet*, Vol. 371, No. 9630, pp.1284-1293.

- Davaki, K. 2010. *Benefits of maternity/parental leave in the EU27: A review of the literature* (Brussels, European Parliament).
- Department of Health and Human Services. 2010. HIV/AIDS questions and answers. Available at: http://www.cdc.gov/hiv/resources/qa/transmission.htm [26 Sep. 2011].
- Dozois, E. 2002, *Pregnancy and employment: A review of the literature*, Calgary Health Region, Global Evaluation Committee.
- Drago, R.; Hayes, J.; Yi, Y. 2010. *Better health for mothers and children: Breastfeeding accommodations under the Affordable Care Act* (Washington DC, IWPR).
- EEO Trust. 2002 "Breastmilk is best: How can workplaces help?", in *Work & Life Bulletin*, Dec. (Auckland, Equal Opportunities Commission).
- —. 2002. EEO *Trust Diversity Index 2002 Summary* (Auckland).
- Ekesa, O.I.; Ndegwa, S.N.; Mutungi, J.; Kibicho, J.W. 2004. Increasing access to PMTCT services through work-place facilities: Experiences from the Kenya Armed Forces Medical Services, paper presented at 15th International Conference on AIDS, Bangkok, 11-16 July.
- Ellis, F.; Devereux, S.; White, P. 2009. *Social protection in Africa* (Cheltenham, Edward Elgar).
- Equality and Human Rights Commission (EHRC). 2005. *Greater Expectations* (Manchester).
- Equal Opportunities Commission (EOC). 2009. *Annual Report 2008/2009* (Hong Kong, China).
- European Commission. 2009. *The provision of childcare services: A comparative review of 30 European countries* (Brussels).
- —. 2010. Gender mainstreaming active inclusion policies (Brussels).
- —. 2010. Strategy for Gender Equality in Europe, 2010-2015 (Brussels).
- —. 2011. Report on progress on equality between women and men in 2010: The gender balance in business leadership (Brussels).
- European Council. 2010. Council Directive 2010/18/EU, in *Official Journal*, L 68 (Brussels).
- —. 2010. Council Directive 2010/41/EU, in Official Journal, L 180 (Brussels) pp. 1-6.
- European Network of Legal Experts in the field of Gender Equality. 2010. *European* gender equality law review 2010 (Brussels).
- European Parliament. 2010. *EU: Extending maternity leave to 20 weeks full paid*, press release, 23 Feb.

- Eydal, G.B.; Gislason, I.V. 2008. "Paid parental leave in Iceland: History and context", in G.B. Eydal and I.V. Gislason (eds): *Equal right to earn and care: Parental leave in Iceland* (Reykjavik, Félagsvisindastofnun Haskola Islands), pp. 15-24.
- Fagan, C.; Burchell, B. 2002. *Gender, jobs and working conditions in the European Union* (European Foundation for the Improvement of Living and Working Conditions).
- Fagnani, J.; Letablier, M.T. 2004. "Work and family life balance: The impact of the 35 hour laws in France", in *Work, Employment and Society*, Vol. 18, No. 3, pp. 551-572.
- Fein, S.B.; Roe, B. 1998. "The effect of work status on initiation and duration of breast-feeding", in *American Journal of Public Health*, Vol. 88, No. 7, pp. 1042-1046.
- □ Food and Agriculture Organization (FAO). 2003. *Participatory processes towards co-management of natural resources in pastoral areas of the Middle East* (Rome and Palmyra).
- Forbes, A. 2010. Actuarial evaluation of the Maternity, Sickness, and Death Benefit (MSD) Fund (Namibia).
- Fultz, E. 2010. *Guidelines on the extension of maternity protection in developing countries* (Geneva, ILO).
- —. 2011. *Guidelines for extending maternity protection in developing countries*, unpublished paper (Geneva, ILO).
- Fultz, E.; Pieris, B. 1999. *Social security schemes in Southern Africa: An overview and proposals for future directions*, ILO SAMAT Policy Paper, No. 11 (Harare, ILO).
- Fultz, E.; Ward, S. 2005. Social security governance: A practical guide for board members of social security institutions in Central and Eastern Europe (Budapest, ILO).
- Fundación Madrina. 2010. *La crisis en España margina laboralmente cada hora a más de 9 mujeres madres trabajadoras*, press release (Madrid).
- Galtry, J. 2000. *Policies and practices to support breastfeeding in the workplace*, background paper prepared for the World Health Organization/UNICEF Technical Consultation on Infant and Young Child Feeding, Geneva, 13-17 Mar.
- Galtry, J.; Annandale, M. 2003. *Guidelines for supporting breastfeeding in the workplace*, Equal Employment Opportunities' Contestable Fund Project (New Zealand).
- Galtry, J.; Callister, P. 2005. "Assessing the optimal length of parental leave for child and parental well-being: How can research inform policy?", in *Journal of Family Issues*, Vol. 26, No. 2, pp. 219-246.
- Gassman F.; Behrendt C. 2006. "Cash benefits in low-income countries: Simulating the effects on poverty reduction for Senegal and Tanzania", Discussion Paper No. 15 (Geneva, ILO).
- Golafshani, N. 2003. "Understanding reliability and validity in qualitative research", in *The Qualitative Report*, Vol. 8, No. 4, pp. 597-607.

- Gornick, J.C.; Hegewisch, A. 2010. *The impact of 'family-friendly policies' on women's employment outcomes and on the costs and benefits of doing business,* commissioned report for the World Bank (Washington DC, World Bank).
- Graham, W.J.; Ronsmans, C. 2006. "Maternal survival 1: Maternal mortality: Who, when, where, and why", in *The Lancet*, Vol. 368, No. 9542, pp. 1196-1197.
- Greene, S.; Olson, B. 2008. "Development of an instrument designed to measure employees' perceptions of workplace breastfeeding support", in *Breastfeeding Medicine*, Vol. 3, No. 3, pp 151-157.
- Greene, S.; Olson, B.; Wolfe, E. 2008. "Assessing the validity of measures of an instrument designed to measure employees' perceptions of workplace breastfeeding support", in *Breastfeeding Medicine*, Vol.3, No.3, pp. 159-163.
- Grönlund, A.; Oun, I. 2010. "Rethinking work-family conflict: Dual-earner policies, role conflict and role expansion in Western Europe", in *Journal of European Social Policy*, Vol. 20, No. 3, pp. 179-195.
- Groupe d'Etude en Néonatalogie. 1998. *Enquête Nationale Périnatale 1998* (Ministry of Health, France).
- Haan E.; Phillips, G. 2002. *Made in South Africa* (Amsterdam, Clean Clothes Campaign).
- Hamosh M. et al. 1996. "Breastfeeding and the working mother", in *Pediatrics*, Vol. 97, No. 4, pp. 492-498.
- Hausmann, R.; Tyson, L.D.; Zahidi, S. 2009. *The Global Gender Gap Report 2009* (Geneva, World Economic Forum).
- Haute Autorité de Lutte contre les Discriminations et pour l'Égalité (HALDE). 2010. *Rapport Annuel 2010* (Paris).
- Hein, C. 2005. *Reconciling work and family responsibilities: Practical ideas from global experience* (Geneva, ILO).
- Hein, C.; Cassirer N. 2010. Workplace solutions for childcare (Geneva, ILO).
- □ Hogan, M.C. et al. 2010. "Maternal mortality for 181 countries, 1980-2008: A systematic analysis of progress towards Millennium Development Goal 5", in *The Lancet*, Vol. 375, No. 9726, pp.1609-1623.
- Honey, P.; Mumford, A. 2000. *The learning styles helper's guide* (Peter Honey Publications).
- Huang, W.; Wuding County Trade Unions. 2011. *Research report on maternity protection in Wuding County, Yunnan Province, China*, MDG-F Joint Programme of Maternal and Child Nutrition, Food Safety and Security in China (Beijing, ILO).
- Human Rights Commission. 2005. *Employers' guidelines for the prevention of pregnancy discrimination* (New Zealand).

- International Confederation of Free Trade Unions (ICFTU). 2001. *Unions for women campaign kit* (Brussels).
- International Institute for Labour Studies (IILS). 2008. *World of Work Report 2008: Income inequalities in the age of financial globalization* (Geneva, ILO).
- International Labour Office. 1985. Resolution on equal opportunities and equal treatment for men and women in employment, International Labour Conference, 71st Session, Geneva, 1985 (Geneva).
- —. 1996. Equality in employment and occupation, Report III(4B), International Labour Conference, 83rd Session, Geneva, 1996 (Geneva).
- —. 2009. Gender Equality at the heart of decent work, Report VI, International Labour Conference, 98th Session, Geneva 2009 (Geneva).
- —. 2010. Recommendation (No. 200) concerning HIV and AIDS and the world of work, 99th Session, Geneva, 2010 (Geneva).
- —. 2010. Decent work for domestic workers, Report IV, 99th Session, Geneva, 2010 (Geneva).
- —. 2010. Decent work for domestic workers: Report of the Committee on Domestic Workers and Statement of El Salvador Representative, Provisional Record No. 12, International Labour Conference, 99th Session, Geneva, 2010 (Geneva).
- --. 2011. Conclusions concerning the recurrent discussion on social protection (social security), Provisional Record No. 24, 100th Session, Geneva, 2011 (Geneva).
- —. 2011. Social protection floors for social justice and a fair globalization, Report IV(1), 101st Session, Geneva, 2011 (Geneva).
- —. 2011. "Social security as a human right and duty of the state", in *Social security* and the rule of law, Item three, Report III (1B), Part II, Chapter IA (Geneva).
- International Labour Organization (ILO). 1989. *Introduction to social security* (Geneva).
- —. 1994. "Maternity and work", in *Conditions of Work Digest*, Vol. 13 (Geneva).
- . 1998. Gender equality: A guide to collective bargaining (Geneva).
- —. 1999. Maternity protection at work Report V(2), International Labour Conference, 87th Session, 1999 (Geneva).
- —. 2002. Gender equality: A guide to collective bargaining (Geneva).
- —. 2003. *Media handbook* (Geneva).
- . 2004. A workplace policy on HIV/AIDS: What it should cover (Geneva).
- —. 2004. Gender equality through collective bargaining (Jakarta).

- —. 2005. *Manual on child labour: Rapid assessment methodology*, Statistical Information and Monitoring Programme on Child Labour (Geneva).
- —. 2005. Possible improvements in the standards related activities of the ILO: Proposals regarding submission to competent authorities, Committee on Legal Issues and International Labour Standards (Geneva).
- —. 2006. Better factories Cambodia: Seventeenth synthesis report on working conditions in Cambodia's garment sector, October (Phnom Penh).
- —. 2006. Decent work for women and men in the informal economy: Profile and good practices in Cambodia (Bangkok and Phnom Penh).
- —. 2006. Handbook of procedures relating to international labour Conventions and Recommendations (Geneva).
- □ —. 2007. ABC of women workers' rights and gender equality (Geneva).
- . 2007. Equality at work: Tackling the challenges (Geneva).
- —. 2007. Eliminating discrimination against indigenous and tribal peoples in employment and occupation: A guide to ILO Convention No. 111 (Geneva).
- □ —. 2007. Safe maternity and the world of work (Geneva).
- —. 2008. Employers' organizations taking the lead on gender equality: Case studies from ten countries, ACT/EMP No. 43 (Geneva).
- —. 2008. *Guide to communicating Decent Work* (Geneva).
- —. 2008. Social health protection: An ILO strategy towards universal access to health care, Social Security Policy Briefings, Paper 1 (Geneva).
- —. 2008. Social protection expenditure review, Tanzania (Geneva).
- —. 2009. *Decent work country profile*, *Brazil* (Geneva and Brasilia).
- —. 2009. Law and practice report on decent work for domestic workers (Geneva).
- —. 2009. Managing diversity in the workplace: Training package on work and family (Geneva).
- □ —. 2009. Protect the future: Maternity, paternity and work (Geneva).
- —. 2009. Strategies for the extension of social security coverage, Tripartite Meeting of Experts on Strategies for the Extension of Social Security Coverage (Geneva).
- —. 2009. "Family-friendly measures", in Wise-R action manual and trainers' guide (Geneva), Module 5.
- —. 2009. Work and family: The way to care is to share! ILO Bureau for Gender Equality (Geneva).
- —. 2010. Decent Work and the Millennium Development Goals, MDG4 Reduce Child Mortality (Geneva).

- —. 2010. Extending social security to all: A guide through challenges and options (Geneva).
- . —. 2010. *Global Employment Trends 2010* (Geneva).
- □ —. 2010. *Global Wage Report 2010/11* (Geneva).
- —. 2010. Maternity at work: A review of national legislation, Findings from the ILO Database of Conditions of Work and Employment Law, Second Edition (Geneva).
- —. 2010. "Small premiums, long-term benefits: Why poor women need micro-insurance", in World of Work Magazine, No. 69, Aug. (Geneva).
- —. 2010. Women working in factories and maternal health: Focus on the nutrition component (Phnom Penh).
- —. 2010. Work and family responsibilities: Russian Federation (Geneva).
- . —. 2010. World Social Security Report (Geneva).
- . —. 2011. *Global Employment Trends 2011* (Geneva).
- —. 2011. Law and practice report: Recommendation on National Social Protection Floors, No. 202 (Geneva).
- —. 2011. Regulating for Decent Work: New directions in labour market regulation (Geneva).
- —. 2011. Social security and the rule of law (Geneva).
- —. 2011. Social security for social justice and a fair globalization (Geneva).
- —. Forthcoming. Indigenous women in the world of work: Based on case studies from Bangladesh, Nepal and Latin America (Geneva).
- ILO/United Nations Development Programme (UNDP). 2003. "The role of men and boys in achieving gender equality", Report of the Expert Group Meeting, United Nations Division for the Advancement of Women with the Joint United Nations Programme on HIV/AIDS (Brasilia).
- —. 2009. Work and family: Towards new forms of reconciliation with social co-responsibility (Santiago).
- International Organization of Employers (IOE). 2008. *Trends in the Workplace Survey 2008: Enterprises in a globalizing world* (Geneva).
- International Union of Food (IUF). 2004. *A series of trade union education manuals for agricultural workers*, Manual 6 (Geneva).
- Istituto per lo Sviluppo della Formazione Professionale dei Lavoratori (ISFOL). 2006. Indagine sui casi di discriminazione trattati dale Consigliere regionali e provinciali di parità, Rete nazionale delle Consigliere di parità (Rome, Ministry of Labour and Social Welfare).
- Joint United Nations Programme on AIDS (UNAIDS). 2009. Addressing women, girls, gender equality and HIV (Geneva).

- Jones, N.; Mukherjee, M.; Galab, S. 2007. *Ripple effects or deliberate intentions? Assessing linkages between women's empowerment and childhood poverty* (New York, UNICEF).
- Kearney, M.H.; Cronenwett, L. 1991. "Breastfeeding and employment", in *Journal of Obstetric, Gynecologic, & Neonatal Nursing*, Vol. 20, No. 6, pp. 471-480.
- Keith, M.; Brophy, J.; Kirby, P.; Rosskam, E. 2002. Barefoot research: A workers' manual for organising on work security (Geneva, ILO).
- Khan, M.N.U.; Quayyum, Z.; Nasreen, H-E.; Ensor, T.; Salahuddin, S. 2009. *Household costs of obtaining maternal and newborn care in rural Bangladesh*, Baseline survey, BRAC Research and Evaluation Division Research Monograph Series, No. 43 (Dhaka, BRAC).
- Kim, T.; Kim, H. 2004. *Reconciling work and family: Issues and policies in the Republic of Korea*, Conditions of Work and Employment Series No. 6 (Geneva, ILO).
- Knowles, M. 1984. Andragogy in action (San Francisco, Jossey-Bass).
- La Valle, I.; Clery, E.; Huerta, M.C. 2008. *Maternity rights and mothers' employment decisions*, UK Department for Work and Pensions, Research Report No. 496. (Norwich, National Centre for Social Research).
- Lee, S.; McCann, D. 2011. "The impact of labour regulations: Measuring the effectiveness of legal norms in a developing country", in S. Lee and D. McCann (eds): *Regulating for Decent Work: New directions in labour market regulation* (ILO, Geneva), pp. 291-312.
- Lee, S.; McCann, D.; Messenger, J.C. 2007. *Working time around the world: Trends in working hours, laws and policies in a global comparative perspective* (Geneva, ILO).
- Lewis, J. 2009. *Work-family balance, gender and social policy* (Northampton, Edward Elgar Ed.).
- Lim, S.S.; Dandona, L.; Hoisington, J.A.; James, S.L.; Hogan, M.C.; Gakidou, E. 2010. "India's Janani Sukaksha Yojana, a conditional cash transfer programme to increase births in health facilities: An impact evaluation", in *The Lancet*, Vol. 375, No. 9730, pp. 2009-2023.
- Magennis, S.; Farrell, A. 2005. "Teaching and learning activities: Expanding the repertoire to support student learning", in G. O'Neill, S. Moore and B. McMullin (eds.): *Emerging issues in the practice of university learning and teaching* (Dublin, All Ireland Society for Higher Education/Higher Education Authority).
- Maternity Protection Coalition (MPC). 2003. *Maternity Protection Campaign Kit*. (Malaysia, World Alliance for Breastfeeding Action).
- McMeans, A. 2009, "UAE: Government urged to double work breaks for breastfeeding mothers", in *The National*, December (Abu Dhabi).
- Mengeot M.A.; Vogel, L. 2008. *Production and reproduction: Stealing the health of future generations* (Brussels, European Trade Union Institute).

- Messenger, J. 2009. Work sharing: A strategy to preserve jobs during the global jobs crisis, TRAVAIL Policy Brief, No.1 (Geneva, ILO).
- Moss, R.; O'Brien, M. (eds). 2006. "International review of leave policies and related research 2006", in *Employment Relations Research Series*, No. 57 (London, Department of Trade and Industry Publications).
- □ National Partnership for Women & Families. 2008. The Pregnancy Discrimination Act: Where we stand 30 years later (Washington DC).
- New Zealand Department of Labour. 2010. Breastfeeding in the workplace: A guide for employers. Available at: http://www.ers.dol.govt.nz/publications/pdfs/breastfeeding.pdf [10 Sep. 2011].
- O'Neill, G.; Moore, S.; McMullin, B. 2005. *Emerging issues in the practice of university learning and teaching* (Dublin, All Ireland Society for Higher Education/Higher Education Authority).
- Pal, K.; Behrendt, C.; Léger, F.; Cichon, M.; Hagemejer, K. 2005. Can low income countries afford basic social protection?, Social Security Policy Briefings, No. 3 (Geneva, ILO).
- Pan American Health Organization (PAHO). 2010. "Early initiation of breastfeeding: The key to survival and beyond", in *Technical Bulletin*. (Washington DC).
- Paul, J. 2004. *Healthy beginnings: Guidance on safe maternity at work* (Geneva, ILO).
- Public Service International (PSI); Educational International (EI); and Confederazione Italiana Sindacati Lavoratori (CISL). 2001. *Maternity Protection ILO Convention No.* 183: A new standard for a new century (France/Brussels).
- Olivier, M. 2010. *Social security in Lesotho: A situation analysis report* (Australia, International Institute for Social Law and Policy).
- Olney, S.; Goodson, E.; Maloba-Caines, K.; O'Neil, F. 1998. Gender equality: A guide to collective bargaining (Geneva, ILO).
- Organisation for Economic Co-operation and Development (OECD). 2010. Gender Brief, OECD Social Policy Division (Paris).
- Oun, I.; Pardo Trujillo, G. 2005. *Maternity at work: A review of national legislation. Findings from the ILO's Conditions of Work and Employment Database* (Geneva, ILO).
- Razavi, S. 2007. The political and social economy or care in a development context: Conceptual issues, research questions and policy options, United Nations Research Institute for Social Development Programme on Gender and Development, Paper No. 3, (Geneva, UNRISD).
- Rimassa, P. 2010. Legislación y jurisprudencia comparadas sobre derechos laborales de las mujeres: Cetroamérica y República Dominicana (San José, ILO).
- Roberts, P.; KC S.; Rastogi, C. 2006. Rural access index: A key development indicator (Washington DC, World Bank).

- Ruhm, C.J. 1998. "The economic consequences of parental leave mandates: Lessons from Europe", in *The Quarterly Journal of Economics*, Vol. 113, No. 1, pp. 285-317.
- Scheil-Adlung, X.; Sandner, L. 2010. *Wage continuation during sickness: Observations on paid sick leave provisions in times of crises* (Geneva, ILO).
- Schwegler, A. 1890. *Handbook of the history of philosophy*, translation by James H. Stirling, 2007 (Kessinger Publishing's Photocopy Edition).
- Selm, A. 2004. "Labour market regulations for women: Are they beneficial?", in *PREMnotes*, No. 94 (Washington DC, World Bank).
- Shalowitz, D. (1993). "Lactation program speeds mothers' return to work", in *Business Insurance*, Vol. 27, No. 40, p. 21.
- Skordis-Worral, J. et al. 2011. "Maternal and neonatal health expenditure in Mumbai slums: A cross sectional study", in *BMC Public Health*, Vol. 11, No. 150.
- Smith, J. 2003. *How employers can profit from breastfeeding: Estimates of financial gains to employers supporting breastfeeding by mothers in employment* (Unpublished manuscript).
- Smith, K.; Downs, B.; O'Connell, M. 2001. "Maternity leave and employment patterns: 1961-1995", in *Current Population Reports* (Washington DC, US Census Bureau).
- Smith, P.; Ellwood, M. 2006. Where does a mother's day go? *Preliminary estimates from the Australian Time Use Survey of New Mothers*, Research Report 1, Australian Centre for Economic Research on Health (Canberra).
- Southern African Development Community (SADC). 2007. *Code on social security in the SADC* (Gaborone).
- Staehelen, K.; Bertea, P.C.; Stutz, E.Z. 2007. "Length of maternity leave and health of mother and child: A review", in *International Journal of Public Health*, Vol. 52, No. 4, pp. 202-209.
- Thornthwaite, L. 2002. Work family balance: International research on employee preferences, Working Paper No. 79 from the Working Time Today Conference, University of Sydney, 16 Aug.
- Tims, A. 2010. "Keeping mum: Soaring living costs and government cuts could force new mothers back to work sooner than expected - but only the best firms are helping them adjust", in *The Guardian*, 23 Oct. (London).
- Trade Union Congress (TUC). 2006. *Who's looking after the children: A trade union guide to negotiating childcare* (London).
- U Tyler, K. 1999. "Got milk?", in *HR magazine*, Vol. 44, No. 3, pp. 68-73.
- UNAIDS. 2009. UNAIDS action framework: Addressing women, girls, gender equality and HIV (Geneva, UNAIDS).

- UNISON. n.d. *Bargaining support guide series*. Available at: http://www.unison.org.uk/bargaining/guides.asp [11 Oct. 2011].
- United Nations (UN). 1948. Universal Declaration of Human Rights (New York).
- —. 1966. International Covenant on Economic, Social and Cultural Rights, (New York).
- . 1966. International Covenant on Civil and Political Rights, (New York).
- —. 1979. Convention on the Elimination of All Forms of Discrimination Against Women (New York).
- —. 2007. World population ageing, Department of Economic and Social Affairs, Population Division (New York).
- —. 2009. 2009 World Survey on the Role of Women in Development, Department of Economic and Social Affairs (New York).
- . 2010. *Millennium Development Goal Report 2010* (New York).
- United Nations Children's Fund (UNICEF). 1993. VIPP: *Visualisation in Participatory Programmes* (Bangladesh).
- —. 2006. 1990-2005 Celebrating the Innocenti Declaration on the Protection, Promotion and Support of Breastfeeding: Past achievements, present challenges and the way forward for infant and young child feeding (Geneva).
- United Nations Educational, Scientific and Cultural Organization (UNESCO). 2007. Education for All Global Monitoring Report: Strong foundations: Early childhood care and education (Paris).
- —. Participatory lifelong learning and information and communication technologies, Course 01, Unit 12 (New Delhi).
- United Nations Research Institute for Social Development (UNRISD). 2009. *Paid Care Workers in the Republic of Korea*, Research Report 4 (Geneva).
- —. 2010. *Combating poverty and inequality* (Geneva).
- UK Health and Safety Executive. 2001. *Health and safety of new and expectant mothers in catering*, HSE Catering Information Sheet No. 19. (London).
- Workers' Compensation Board of British Columbia. 2009. *Controlling exposure: Protecting workers from infectious disease* (Vancouver).
- World Bank (WB). 2010. *Women, business and law* (Washington DC).
- World Bank; the Food and Agriculture Organization of the United Nations (FAO); the International Fund for Agricultural Development (IFAD). 2009. *Gender in agriculture source book* (Washington DC, World Bank).
- World Health Organization (WHO). 1998. *Postpartum care of the mother and newborn: A practical guide* (Geneva).

- —. 2000. Health aspects of maternity leave and maternity protection, Statement to the International Labour Conference, 88th Session, Geneva, 2002 (Geneva).
- —. 2002. Infant and young child nutrition: Global strategy on infant and young child feeding, Report of the Secretariat, World Health Assembly, 55th Session, Geneva, 2002 (Geneva).
- —. 2009. Infant and young child feeding, Model chapter for text books for medical students and allied health professionals (Geneva).
- —. 2009. WHO recommended interventions for improving maternal and newborn health, Second edition (Geneva).
- —. 2009. Women and health: Today's evidence, tomorrow's agenda (Geneva).
- □ —. 2010. *Guidelines on HIV and infant feeding 2010* (Geneva).
- —. 2010. Packages of interventions for family planning, safe abortion care, maternal, newborn and child health (Geneva).
- —. 2010. *Technical consultation on postpartum and postnatal care* (Geneva).
- □ —. 2010. *Trends in maternal mortality: 1990 to 2008* (Geneva).
- —. 2011. "Keeping promises, measuring results", Final Report of the Commission on Information and Accountability for Women's and Children's Health (Geneva).
- Zveglich, J. A.; Rodgers, Y. 2003. "The impact of protective measures for female workers", in *Journal of Labour Economics*, Vol. 21, No. 3, pp. 533-556.

Websites:

- American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). *Guidelines on discrimination linked to pregnancy*. Available at: http://www.aflcio.org/issues/jobseconomy/workersrights/rightsatwork_e/disc_pregnancy. cfm [1 Sep. 2011].
- Asian Institute of Technology, Language Center, "Method and research design", in *Writing up research: The guide book*. Available at: http://www.ait.ac.th/education/LanguageCenter/ait-writing-services/guide-book/method -and-research-design.html#problems [24 Sep. 2011].
- Australia Services Union. *Campaign on maternity protection*. Available at: http://www.asu.asn.au/campaigns/maternityleave.html [4 Oct. 2011]
- Economic Intelligence Unit (EIU). 2010. Women's Economic Opportunity. Available at: http://www.eiu.com/site_info.asp?info_name=womens_economic_opportunity&page= noads&rf=0 [20 Sep. 2011].
- Equality and Human Rights Commission (EHRC). 2010. What to do if someone says they've been discriminated against. Available at: http://www.equalityhumanrights.com/advice-and-guidance/guidance-for-employers/what-to-do-if-someone-says-theyve-been-discriminated-against/ [10 Oct. 2011].

- Harrison, O. Open Space World. Available at: http://www.openspaceworld.com/ [23 Aug. 2011].
- LO. Applying and promoting international labour standards. Available at: http://www.ilo.org/global/standards/applying-and-promoting-international-labour-stan dards/lang--en/index.htm [11 Sep. 2011].
- —. Better Factories Cambodia. Available at: http://www.betterfactories.org/ [6 Sep. 2011].
- —. Database of conditions of work and employment laws. Available at: http://www.ilo.org/dyn/travail/travmain.home [1 Oct. 2011].
- —. Millennium Development Goals. Available at: http://www.ilo.org/public/english/bureau/pardev/relations/multilateral/millennium.htm [20 Sep. 2011].
- —. Occupational Safety and Health. Available at: http://www.ilo.org/global/standards/subjects-covered-by-international-labour-standar ds/occupational-safety-and-health/lang--en/index.htm [30 Aug. 2010].
- International Confederation of Free Trade Unions, Public Services International and Education International. *Campaign on Maternity Protection*. Available at: http://www.ituc-csi.org/international-campaign-for-the.html [4 June 2011].
- International Trade Union Confederation. International Campaign for the Ratification of C. 183 and R. 191 on Maternity Protection. Available at: http://www.ituc-csi.org/international-campaign-for-the.html [9 Sep. 2011].
- Maternity Action. Available at: http://www.maternityaction.org.uk [21 Sep. 2011].
- New Zealand Department of Labour. 2010. Breastfeeding in the workplace: A guide for employers. Available at: http://www.ers.dol.govt.nz/publications/pdfs/breastfeeding.pdf [21 Sep. 2011].
- Rapid Business Improvement: *Writing a PESTLE analysis: Tools and template.* Available at: http://rapidbi.com/management/pestle/ [1 Oct. 2011].
- Scheuren, F. *What is a survey?* Publication adapted from American Statistical Association materials. Available at: http://www.whatisasurvey.info/ [1 Aug. 2011].
- United Nations Development Programme (UNDP). *Millennium Development Goals*. Available at: http://www.undp.org/mdg/index.shtml [20 Sep. 2011].
- Wisconsin Law Journal. 2010. Pregnancy discrimination claims show increase. Available at: http://wislawjournal.com/blog/2010/04/12/pregnancy-discrimination-claims-show-in crease/ [7 Sep. 2011].