

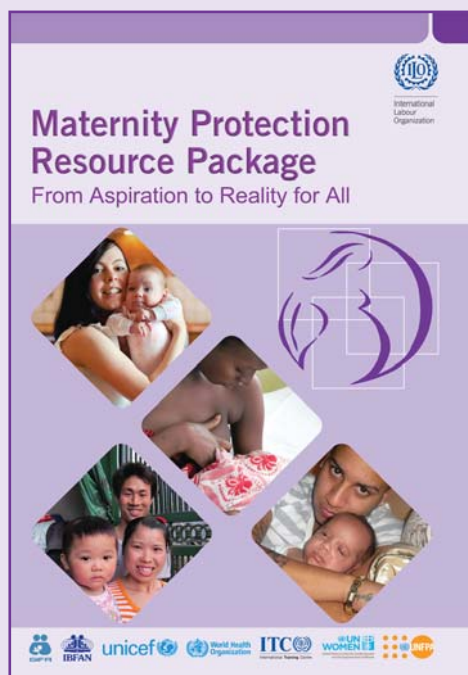


International  
Labour  
Office

# Maternity Protection Resource Package

## From Aspiration to Reality for All

The Maternity Protection Resource Package provides information, inspiration and tools to help organizations and individuals everywhere to strengthen and extend maternity protection to women in all types of economic activity. The contents of the Package draw on the resources of the ILO and its tripartite constituents, the UN system, civil society and academia. It was developed in collaboration with the ILO-International Training Centre, UNICEF, the WHO, UN Women, UNFPA and IBFAN-GIFA.



## Objectives

The Resource Package is a reference and flexible tool for self-learning, training, policy advice, research and action. It can meet the following objectives:

- To provide a clear **understanding** of maternity protection at work.
- To supply **information** on recent trends, national experiences, good practices and how they can contribute to the achievement of the Millennium Development Goals and the Decent Work Agenda.
- To offer a comprehensive resource repository, including **lessons learned** from practice around the world as well as training ideas.
- To **assist** key stakeholders to:
  - assess maternity protection conditions;
  - design effective policies and workplace measures;

- raise awareness and advocate for adequate maternity protection;
- organize and take action at national, local and workplace levels.
- To **train** specific audiences.
- To **monitor** and **follow-up** on action taken.

## Audience

The Package is designed as a “global product”, namely a standard or international resource, which can be adapted to regional or national contexts, and to the specific situations and needs of different stakeholders.

It can be used by decision-makers and staff from:

- Various **government ministries**.
- **Employers’** and **workers’ organizations**.
- **International Labour Organisation**.
- Other **United Nations** agencies.
- **Non-Governmental Organisations**.



## Structure of the Resource Package

**Part 1. Maternity protection at work: The basics** provides a general overview of maternity protection:

- What it is (Module 1).
- Whom it should cover (Module 2).
- Why it is important (Module 3).
- Main actors in developing and delivering maternity protection at work (Module 4).
- Key international frameworks (Module 5).

**Part 2. Maternity protection at work in depth: The core elements** reviews in detail its main components and beyond:

- Maternity leave (Module 6).
- Cash and medical benefits (Module 7).
- Health protection at the workplace (Module 8).
- Employment protection and non-discrimination (Module 9).
- Breastfeeding and work (Module 10).
- Childcare solutions after return to work (Module 11).

**Part 3. Taking action on maternity protection at work** offers guidance and tools to:

- Assess national laws (Module 12) and practices (Module 13) concerning maternity protection at work and childcare.
- Identify needs and opportunities, plan and carry out awareness-raising and advocacy (Module 14).
- Develop the capacity to strengthen and extend maternity protection at work (Module 15). Sample training programmes and fundraising tools are included (Annexes 1 and 2).

## Structure of the modules

- **Table of contents.**
- An overview of the **Main topics** of the module.
- **Substantive sections**, including key information, data and national **case examples**.
- **Key points**, which sum up the main contents and findings of the module. They also serve as main learning objectives, against which training activities and action strategies can be defined and assessed.
- **Key resources:** additional references to publications, tools, actors and websites.
- **Resources and tool sheets:** guidelines, frequently asked questions, case studies, relevant texts, training session models, exercises, role plays, questionnaires, model letters and worksheets for immediate use, reproduction and adaptation.
- **Visual presentation models.**

## Taking action: From aspiration to reality for all

Numerous examples of actions in improving maternity protection at work in all types of economic activities around the world are highlighted throughout the Package, for guidance and inspiration. The message of the Package is that the aspiration of maternity protection at work for all is both desirable and possible. Even in the most challenging situations, commitment and the will to act can bring about results and benefits, contributing to better maternal and child health, social cohesion, gender equality and Decent Work for all women and men.

Conditions of Work and Employment Branch (TRAVAIL)  
Labour Protection Department  
International Labour Office  
4, route des Morillons  
CH-1211 Geneva 22, Switzerland

Tel: +41 22 799 6754  
Fax: +41 22 799 8451  
[travail@ilo.org](mailto:travail@ilo.org)  
[www.ilo.org/travail](http://www.ilo.org/travail)

The Maternity Protection Resource Package is available in English, French, Spanish, Chinese and Russian at:  
<http://www.ilo.org/maternityprotection>