

and have babies. So it took a lot of pushing to make the bosses accept that women have a right to work, and a right to have children.



Having heard that CCAWUSA has good Maternity Agreements with the shops where they organise, a shopsteward from Whiteheads visited CCAWUSA offices to find out more about what important demands to have in a maternity agreement.

So through discussions amongst Whiteheads workers, and consultations with other independent Trade Unions, Whiteheads are very close to being another factory where the workers have gained important steps towards proper maternity rights through their union.

MATERNITY BENEFITS IN OTHER COUNTRIES

Women workers in different countries have struggled over many years to win decent maternity rights. Through their struggle in women's movements, trade unions and other organisations, they have been able to force people to take notice of the issue of maternity rights. Whilst there is still a long way to go before the demands of women workers are fully met, here are some examples of especially good rights that have been fought for and won in different countries.

- * Women in Italy have the right to get their jobs back for up to one year after the birth of their child.
- * Norwegian women have 12 weeks maternity leave before the birth of their child, and up to 18 weeks after their baby is born. During this time they get their full pay for 16 weeks.
- * In Finland, fathers are allowed to take paternity leave to look after their children.
- * French women workers have 1 hour a day to feed their babies. They can do this until the child is one year old.
- * In many countries women workers get extra benefits if they have twins, a caesarian birth, or other problems during birth.
- * In some countries workers can take paid leave to look after their sick child.

EVERYBODY HAS THE RIGHT TO HAVE CHILDREN - AND BOTH MEN AND WOMEN ARE INVOLVED. IN THE SAME WAY EVERYBODY HAS THE RIGHT TO WORK, AND HAVE EQUAL OPPORTUNITIES AT WORK. PROPER MATERNITY RIGHTS ARE NECESSARY IF WOMEN ARE ABLE TO HAVE AN EQUAL CHANCE AT WORK AND IN SOCIETY. SO MATERNITY IS AN ISSUE FOR ALL WORKERS. WORKERS MUST FIGHT THROUGH THEIR UNIONS FOR THE RIGHT TO HAVE AND RAISE THEIR CHILDREN PROPERLY.

