

The Conditions of Parenthood in Organisations: An International Comparison.

The paper focuses on organisations and the conditions for working parents in terms of combining work and care and how those conditions are set up and negotiated in organisations. The research draws on three case studies comparing pairs of companies active in the Czech Republic and in one of the following countries – Germany, France, and Sweden – in the field of engineering. The authors identify five main interlinked factors explaining the variability of family-friendly policies and practices in organisations: parental (maternity) ideologies, the organisational culture of non-discrimination and equal opportunities, the actors' activity in work relations, the role of trade unions in negotiations, and the given organisation's experience with employees-parents.

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