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Toward a Natio
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The Parental Leave Crisis Toward A National Policy

Lise Vogel

The Parental Leave Crisis Toward A National Policy:

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 The Parental Leave Crisis Edward F. Zigler, Meryl Frank, 1989-08-01 Discusses the possibility of legislation to establish a national policy of paid leaves for parents with newborn children and outlines recommendations for employers on economically feasible infant care leave programs

Handbook of Organizational Behavior, Second Edition, Revised and Expanded Robert T.

Golembiewski,2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior OB the Second Edition of this groundbreaking reference text analyzes OB from a business marketing perspective offering a thorough treatment of central soon to be central contiguous and emerging topics of OB to facilitate greater viability and demand of OB practice New edition incorporates more comparative perspectives throughout Contributing to the dynamic interdisciplinary state of OB theory and practice the Handbook of Organizational Behavior Second Edition comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design structure culture leadership theory and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross cultural

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offers recommendations for the actions needed to develop such a policy Who Cares for America's Children looks at the barriers to developing a national child care policy evaluates the factors in child care that are most important to children s development and examines ways of protecting children's physical well being and fostering their development in child care settings It also describes the patchwork quilt of child care services currently in use in America and the diversity of support programs available such as referral services Child care providers whether government employers commercial for profit or not for profit child care specialists policymakers researchers and concerned parents will find this comprehensive volume an invaluable resource on child care in America Family Leave Policy: The Political Economy of Work and Family in America Steven K. Wisensale, 2015-05-15 Written in an accessible case study format this groundbreaking work explores the formulation implementation and evaluation of family leave policy in the United States from its beginnings at the state level in the early 1980s through the adoption of the federal Family and Medical Leave Act of 1993 and beyond to the present day With a political economy perspective the book identifies the major economic and social forces affecting both the family and the workplace And drawing on original primary research it examines how the political system has responded to this evolving **Equal Parenthood and Social Policy** Linda Haas, 1992-01-01 Sweden is the only issue with various policy initiatives society in the world that has as an official goal the equal participation of fathers and mothers in childcare Equal Parenthood and Social Policy analyzes the government program which best symbolizes this commitment to equal parenthood parental leave With return to one s original job being assured a Swedish couple has twelve months to divide between them so that one parent can stay home to care for their new offspring While a few other countries mostly in Scandinavia have paid parental leave available to fathers Sweden's program is the oldest and most generous as well as the one most closely committed to realizing complete equality between men and women in every sphere of social life In analyzing this unique social program Haas describes the social political and economic circumstances which led Sweden to take such a revolutionary stance on the issue of shared parenthood Haas also discusses the extent to which Swedish fathers take advantage of their right to parental leave barriers to fathers participation and fathers experiences while on leave along with the effects that leavetaking has on mothers and fathers later labor market involvement and participation in childcare This study of the Swedish program raises important questions about future prospects for equal parenthood in Sweden and other industrial societies and more significantly about the potential effectiveness of social policy for bringing about the end of such a cultural universal as women s responsibility for infants Indicators of Children's Well-Being Robert M. Hauser, Brett V. Brown, William R. Prosser, 1997-12-04 The search for reliable information on the well being of America's young is vital to designing programs to improve their lives Yet social scientists are concerned that many measurements of children's physical and emotional health are inadequate misleading or outdated leaving policymakers ill informed Indicators of Children's Well Being is an ambitious inquiry into current efforts to monitor children from the prenatal period through adolescence Working with the most up to

date statistical sources experts from multiple disciplines assess how data on physical development education economic security family and neighborhood conditions and social behavior are collected and analyzed what findings they reveal and what improvements are needed to create a more comprehensive and policy relevant system of measurement Today's climate of welfare reform has opened new possibilities for program innovation and experimentation but it has also intensified the need for a clearly defined and wide ranging empirical framework to pinpoint where help is needed and what interventions will succeed Indicators of Children's Well Being emphasizes the importance of accurate studies that address real problems Essays on children's material well being show why income data must be supplemented with assessments of housing medical care household expenditure food consumption and education Other contributors urge refinements to existing survey instruments such as the Census and the Current Population Survey The usefulness of records from human service agencies child welfare records and juvenile court statistics is also evaluated The Moderation Dilemma Anya Bernstein, 2010-06-15 The effort to legislate family and medical leave policies in the United States illustrates a dilemma at the heart of the American political process Faced with strong opposition from business lobbies proponents of leaves in the late 1980s and early 1990s had to balance their desire to pass the policy they wanted against the desire to pass a policy at all In this lucid and timely book Anya Bernstein analyzes how this moderation dilemma played out at the federal level and in four states In so doing she develops a new model of policy innovation based on the debate between the ideologically committed who want all or nothing and often get nothing and compromisers who will settle for less and often get a lot less Hers is a unique perspective on one of the few major policy innovations of the 1990s and on the contentious issue of the role of the state in American family life Based on interviews with activists legislators staff members and observers The Moderation Dilemma uncovers the process by which advocates for family and medical leave determined what they would propose chose their strategies lobbied and bargained Bernstein found that groups were successful when they had access to substantial resources were willing to frame their proposals in culturally appropriate ways and fit their strategies to the political context In the case of family and medical leave this meant co opting the tactics of the new right and framing family leave as family values as well as making significant compromises But not all groups were willing to make these compromises The fact that the laws mandating family and medical leaves cover barely half the population and are unpaid raises questions about the costs and benefits of moderation Bernstein also takes a fresh look at women s movement groups in the 1990s She compares those who have learned to work within the political system insiders with those that still focus on challenging it outsiders The women's groups that led the fight to pass family and medical leave had to rethink their goals as supporters both of equality for women and of accommodation for women s role as mothers The Moderation Dilemma examines that transition and its debates as well as the implications for the women s movement as a whole Students and professionals in political science sociology and organizational theory will want to read The Moderation Dilemma as will anyone concerned with the behavior of interest groups and social movements

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