

MATERNITY LEAVE



Maternity Leave

**United States. Congress. Senate.
Committee on Post Office and Civil
Service**

Maternity Leave:

Maternity Leave Victoria Gordon, Beth M. Rauhaus, 2019-11-19 What does it mean to be a successful working parent And how do working parents cope in the United States the only developed nation with no paid parental leave requirement Despite some positive advancement in the voluntary adoption of paid parental leave many organizations over the past 25 years have instead decreased paid leave benefits offered to employees in the United States choosing instead to let unpaid leave under the Family Medical Leave Act FMLA serve in its place This regression in practice is perhaps the greatest unintended consequence of FMLA and surely was not the intent of Congress Maternity Leave Policy and Practice Second Edition approaches parental leave from a variety of perspectives legal political social institutional organizational and most importantly from the personal perspectives of the women and men interviewed expressly for the book This second edition offers two new chapters the first puts the issue of maternity leave within the context of work life balance issues and the second explores case studies from states cities and private organizations Incorporating new census data related reports and academic studies authors Victoria Gordon and Beth M Rauhaus utilize relevant and cutting edge research in their exploration of parental leave and they enrich this research with the individual stories of ordinary working parents as well as those who choose not to have children Assuming no prior specialized knowledge this book can be assigned on a variety of undergraduate and graduate courses in politics public policy public administration gender studies and human resource management and will equally be of interest to parents policy makers and C suite managers

Maternity Leave Victoria Gordon, 2013-06-10 Maternity leave is a complex issue both personally and professionally And more often than not policy differs from practice Based on interviews that highlight the perspectives and perceptions of new mothers Maternity Leave Policy and Practice examines the disconnect between maternity leave policy and practice It presents the history and deve

Managing Your Maternity Leave Meg Wheatley, Marcie Schorr Hirsch, 1983 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

Fixing Parental Leave Gayle Kaufman,2020-01-21 A real world solution for parental leave that promotes gender equality at work and at home What do Papua New Guinea Suriname and the United States have in common These three nations are the only ones that do not offer some form of parental leave to new parents The US lags far behind the rest of the world on this important issue raising questions about our commitment to gender equality and the welfare of our families In *Fixing Parental Leave* Gayle Kaufman takes an in depth look at parental leave policies in the US the UK and Sweden and evaluates the benefits and drawbacks of leave policies in each country She finds that there is more to parental leave policies than whether a country provides time off around the birth or adoption of a child While most policies are designed to help women return to work this is only half of the puzzle The second half requires men to be meaningful partners by encouraging them to take equal time at home Ultimately Kaufman arrives at a rational solution that will promote gender equity through a policy that enables parents at companies of all sizes to spend six months with their new child

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you the first in your group of girlfriends to explore laws and policies about maternity leave and you feel alone without any brains to pick Maternity Leave Made Easy How to Take Maternity Leave in 10 Easy Steps will reveal the following 1 Your eligibility for maternity leave based on your state and company policies 2 How to notify your boss 3 How to get paid while you are on leave 4 The average length of maternity leave 5 Filing an online pregnancy disability claim with your state 6 How to manage your benefits while you re on leave 7 How to take leave in a smooth fashion while maintaining job security 8 Considerations for returning to work 9 How to help future generations secure more time and pay for maternity leave In this concise book UCLA trained and board certified family nurse practitioner Love Echema Ibe delivers the ultimate girlfriend s guide to helping women successfully take maternity leave anywhere in the United States You will get answers to your questions and also learn some HOT TIPS you can use before during and after you give birth to your beautiful angel

Everything a Working Mother Needs to Know about Pregnancy Rights, Maternity Leave, and Making Her Career Work for Her Anne Cicero Weisberg, Carol A. Buckler, 1994 [Report on Pay and Conditions for Employees of the Community Development Programme](#) , *The Insider's Guide to Maternity Leave: Real Stories and Expert Advice on Preparing for Work, Career, and Life After Baby* Victoria Hefty, 2017-03-09 Congratulations You re going to have a baby Along with that bundle of joy you will face new changes and unexpected challenges especially in your career You may be stressed about not having enough maternity leave let alone how to afford the time away Or perhaps you are anxious about how maternity leave will affect your job when you return What if your boss is unsupportive of your pregnancy Or perhaps your workplace is not mom friendly What if you don t want to return to work at all What if you just don t want a full time 9 5 job but you don t know what else to do with your career These are just some of the common but often unspoken struggles that many expectant mothers face in the workforce The good news is that you can and should start preparing now so you can spend your maternity leave cuddling with your baby instead of worrying about work Filled with fresh curated insights The Insider s Guide to Maternity Leave pregnancy book offers the best advice on maternity leave in one place real stories from working moms who want you to know what they didn t and expert advice and resources to help you prepare for the unexpected at work This candid pregnancy guide reveals How to create a maternity leave plan that will make you feel less stressed about job security and help ease the transition back to work What you need to know before asking your manager human resources department and insurance company about maternity leave How to optimize the months before your maternity leave to explore a range of career paths including working from home What first time working moms would do differently to prepare for maternity leave and returning to work afterward And much much more BONUS Each book includes access to Printable maternity leave checklists and templates that you can copy and use Direct links to all recommended resources featured in the book e g books websites videos and podcasts

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