

# **MATERNITY POLICIES AND WORKING WOMEN**

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**Sheila B. Kamerman,  
Alfred J. Kahn, and  
Paul Kingston**

# Maternity Policies And Working Women

**Raffaela Di Napoli**



## **Maternity Policies And Working Women:**

*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.

*Working Women and their Rights in the Workplace* Naeima Faraj A.A. Al-Hadad, 2016-03-09 This book addresses women's rights to work and motherhood in Libya from a legal and international human rights perspective. In an attempt to solve the problem posed by the perception that there is an unsolvable conflict between the right of women to work and their right to motherhood, the author considers how these two sets of rights as protected under international human rights law can and should be recognised and promoted within the Libyan legal system. Including first-hand accounts of experiences of Libyan women, the study voices their struggle for their rights as guaranteed by domestic law, international conventions, and Islam. Providing a rare insight into a region striving to find its new identity, the author assesses the adequacy of existing Libyan laws and where warranted offers proposals for legislative amendments to Libyan policy makers and its new Parliament at such a crucial time in the nation's history.

**Women in Public Life: Gender, Law and Policy in the Middle East and North Africa** OECD, Center of Arab Woman for Training and Research, 2014-11-27 This report provides a comparative overview of the policies affecting women's participation in public life across the MENA region. It examines the existing barriers to women's access to public decision-making positions and provides a cross-country assessment of current instruments and institutions.

The Economics of Work

and Family Jean Kimmel, Emily P. Hoffman, 2002      **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 development of maternity leave policies and related legislation and then provides a fresh perspective for understanding through individual interviews of women who recently utilized maternity leave The book also examines themes and patterns developed from the interviews such as inconsistencies in administration of maternity leave policies timing transition back to work child care breastfeeding and pumping and unmet needs and professional concerns It also gives a voice to those who are absent from the core interviews women who have children at a young age men who utilize paternity leave women in same sex relationships who start families and women who choose not to have children The book highlights why some colleagues may be unsupportive of the utilization of maternity leave A single source guide to understanding maternity leave the book contains a wealth of information including an overview of legislation related to pregnancy and maternity leave trends in birth rates fertility rates employment patterns and the relationship to the types of maternity leave offered and taken issues related to maternal health an international comparison of policies and practical recommendations for policy and organizational change It not only offers a comprehensive and complete understanding of the complexities of maternity leave both in policy and in practice but also practical recommendations for policy and organizational change      **Gender and the Politics of Gradual Change** Silke Staab, 2017-01-20 This book explores recent social policy reforms and innovations in Chile Focusing on four major reform episodes health pensions childcare and maternity leave Silke Staab unveils the complex interplay of factors that have shaped the successes and failures of actors pursuing positive gender change in social policy She shows that even in highly constrained settings positive gender change is possible but that its scope and quality are bound to vary in response to sector specific institutional constraints and opportunities      **Working Woman** , 1984      Maternity Policies and Working Women Sheila B. Kamerman, Alfred J. Kahn, Paul W. Kingston, 1983 In the 1930s despite the ravages of the Great Depression professional baseball remained the king of American sports in terms of both spectators and participants In Breaking the Slump the first history of baseball during the Great Depression Alexander captures the flavor of baseball and American life during a time when America remained at peace but was mired in the worst economic circumstances in its history Rich in narrative appeal this story conveys baseball's persistence as the truly National Pastime and what it meant to millions of Americans who could no longer afford to attend games on a regular basis      **Speaker's Conference (on Parliamentary Representation)** Great Britain: Parliament: House of Commons: Speaker's Conference, 2010-02-08 The final report and extended summary of the Speaker's Conference published as HC 239 I II ISBN 9780215543141      **ICFTU Policy on Work and Family** International Confederation of Free Trade Unions. Women's Bureau, 1990      Women at Work , 1984

**Women's Work And Women's Lives** Hilda Kahne, Janet Z Giele, Editors \*, Joseph H Pleck, Marianne A Ferber, Francine Blau, 1992-10-20 A provocative analysis of the nature of the relation between women and paid work in both modernizing and industrial countries this book explores the variables that shape the relationship demographic factors the social and cultural context the political environment and the level and direction of economic development Contributors point to a number of similarities in the roles activities and status of women in countries with varying levels of development but they also argue that women s productive activities in both market and nonmarket economies exhibit distinctive characteristics having evolved in ways that reflect the particular circumstances of the country An introductory section provides a historical and sociological framework for the analysis as well as a statistical overview of women s nonagricultural employment The country case studies that follow focus on health education and family roles and provide a wealth of data about the characteristics of paid work and the workplace including occupations and earnings technological change pay equity work schedules cooperatives and the informal labor market

**Maternity and Parental Benefits and Leaves** Sheila B. Kamerman, 1980 Report comprising a comparison of maternity benefits parental benefits maternity leave etc In France Germany Federal Republic Israel Sweden the UK and the USA considers social policy health insurance and social security provisions financing eligibility coverage and duration and discusses paternity leave child care leave leave of absence and other related benefits Bibliography pp 77 to 79 and tables

*The American Labor Legislation Review* ,1917 Includes proceedings and papers of the American Association for Labor Legislation previously published in the two series Proceedings and Legislative review

**Journal of Social Hygiene** ,1921    Social Hygiene ,1921    *Papers* ,1928    The Voices of Women Struggling to Manage Employment and Motherhood Judith Finer-Freedman,2013    **Woman's Suffrage** ,1921    Medical Insurance and Health Conservation ,1916

## Reviewing **Maternity Policies And Working Women**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Maternity Policies And Working Women**," an enthralling opus penned by a highly acclaimed wordsmith, readers embark on an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve in to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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