

The Parental Leave Crisis: Toward a Natio nal Policy

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The Parental Leave Crisis Toward A National Policy

Ellen Bravo

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.

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 approaches to examine recent issues concerning race ethnicity and gender reevaluates value standards and paradigms of change in OB investigates cross national examples of OB development including case studies from the United States and India and much more. Written by 45 worldwide specialists and containing

over 3500 references tables drawings and equations the Handbook of Organizational Behavior Second Edition is a definitive reference for public administrators consultants organizational behavior specialists behavioral psychologists political scientists and sociologists as well as a necessary and worthwhile text for upper level undergraduate and graduate students taking organizational behavior courses in the departments of public administration psychology management education and sociology

Child Care Choices Edward Zigler,Mary E. Lang,1991 Our overloaded child care system is failing children and families The authors explain what children of different ages and their families need and what kinds of programs are necessary in light of current social and economic realities

[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 issue with various policy initiatives

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[Who Cares for America's Children?](#) National Research Council,Division of Behavioral and Social Sciences and Education,Commission on Behavioral

and Social Sciences and Education, Panel on Child Care Policy, 1990-02-01 Few issues have aroused more heated public debate than that of day care for children of working parents Who should be responsible for providing child care government employers schools communities What types of care are best This volume explores the critical need for a more coherent policy on child care and 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 **Beyond Rhetoric** DIANE Publishing Company, 1995-10 Presents the Commission's findings conclusions and recommendations Part 1 focuses on the crisis facing the nation's children and families Part 2 presents the Commission's agenda for the 1990s organized into chapters focused on the broad policy areas that are most vital to children and families Part 3 summarizes the Commission's vision for a better society and their recommendations for building the necessary commitment to achieve it Photos and graphs

The Journal of Home Economics, 1991 **American Families Past and Present** Susan M. Ross, 2006 Bringing together essays by twenty one distinguished scholars who have helped shape the field of family sociology in the last decade this interdisciplinary anthology examines variation within family experience especially as it has evolved across racial ethnic social gender and generational lines The essays place historical and institutional frameworks at the center of the discussion In depth chapter introductions along with critical questions to spark class discussion make this an ideal text for courses focusing on family composition trends and controversies in the United States **Parental Leave and Productivity** Families and Work Institute, 1992

The Work & Family Sourcebook Fairlee E. Winfield, 1988 **Family** United Nations, 1996 **Wage Replacement for Family Leave** Ellen Bravo, 1992 **Washington University Journal of Law and Policy**, 2000 **The Parent's Desk**

Reference Irene M. Franck, David M. Brownstone, 1991 An encyclopedia about parenting with over 2 000 entries covering all aspects of child rearing from A to Z **The State and the Family** Anne Hélène Gauthier, 1996 Based on an original analysis of qualitative and quantitative material from twenty two industrialized countries this book traces the development of state support for families since the turn of the century Assembling elements from demography sociology and economics it argues that demographic changes have been a major force in bringing population and family issues on to the political agenda The decline in fertility the increase in divorce rates and lone parenthood and the entry of women into the labour force have all reduced the relevance of systems of state support aimed at traditional male breadwinner housewife families and in so doing have forced governments to reform the existing measures of family support However the exact nature of these reforms and

the ways family policy has evolved over time differ considerably across countries

WAIMH Handbook of Infant Mental Health, Parenting and Child Care Joy D. Osofsky, World Association for Infant Mental Health, 2000 Keynote This 4 volume set offers comprehensive coverage of children's psychological development during the critical early years of life Infancy which is defined as the period from birth to 18 months of age is the single most critical stage in cognitive and socioemotional development The comprehensive WAIMH Handbook of Infant Mental Health offers the first thorough interdisciplinary analysis of the biopsychosocial factors that impact normal and abnormal infant mental development Assembled under the auspices of the leading international organization in infant development the World Association of Infant Mental Health this ground breaking four volume reference offers a state of the art overview of the field by the world's leading researchers clinicians and scholars

The Job/Family Challenge Ellen Bravo, 1995-05 This practical guide for persons with both a full time job and family responsibilities provides advice for easing the burden of conflicting demands including how to get help from employers family public officials and unions From publisher description

Harvard Journal of Law & Gender, 2005

Medicine and Parenting Janet Bickel, 1991

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