

THE MODERATION DILEMMA

**Anya
Bernstein**

Legislative Coalitions
and the Politics of
Family and Medical
Leave

Moderation Dilemma Legislative Coalitions And The Politics Of Family And Medical Leave

**Mary Daly, Birgit Pfau-Effinger, Neil
Gilbert, Douglas J. Besharov**



Moderation Dilemma Legislative Coalitions And The Politics Of Family And Medical Leave:

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 **The Moderation**

Dilemma Anya Elisabeth Bernstein, 1997 The Palgrave Handbook of Family Policy Rense Nieuwenhuis, Wim Van Lancker, 2020-12-14 This open access handbook provides a multilevel view on family policies combining insights on family policy outcomes at different levels of policymaking supra national organizations national states sub national or regional levels and finally smaller organizations and employers At each of these levels a multidisciplinary group of expert scholars assess policies and their implementation such as child income support childcare services parental leave and leave to provide care to frail and elderly family members The chapters evaluate their impact in improving children's development and equal opportunities promoting gender equality regulating fertility productivity and economic inequality and take an intersectional perspective related to gender class and family diversity The editors conclude by presenting a new research agenda based on

five major challenges pertaining to the levels of policy implementation in particular globalization and decentralization austerity and marketization inequality changing family relations and welfare states adapting to women s empowered roles

Unfinished Business Ruth Milkman,Eileen Appelbaum,2013-11-15 Unfinished Business documents the history and impact of California s paid family leave program the first of its kind in the United States which began in 2004 Drawing on original data from fieldwork and surveys of employers workers and the larger California adult population Ruth Milkman and Eileen Appelbaum analyze in detail the effect of the state s landmark paid family leave on employers and workers They also explore the implications of California s decade long experience with paid family leave for the nation which is engaged in ongoing debate about work family policies Milkman and Appelbaum recount the process by which California workers and their allies built a coalition to win passage of paid family leave in the state legislature and lay out the lessons for advocates in other states and localities as well as the nation Because paid leave enjoys extensive popular support across the political spectrum campaigns for such laws have an excellent chance of success if some basic preconditions are met Do paid family leave and similar programs impose significant costs and burdens on employers Business interests argue that they do and routinely oppose any and all legislative initiatives in this area Once the program took effect in California this book shows large majorities of employers themselves reported that its impact on productivity profitability and performance was negligible or positive Unfinished Business demonstrates that the California program is well managed and easy to access but that awareness of its existence remains limited Moreover those who need the program s benefits most urgently low wage workers young workers immigrants and disadvantaged minorities are least likely to know about it As a result the long standing pattern of inequality in access to paid leave has remained largely intact

The Logics of Gender Justice Mala Htun,S. Laurel Weldon,2018-03-01 When and why do governments promote women s rights Through comparative analysis of state action in seventy countries from 1975 to 2005 this book shows how different women s rights issues involve different histories trigger different conflicts and activate different sets of protagonists Change on violence against women and workplace equality involves a logic of status politics feminist movements leverage international norms to contest women s subordination Family law abortion and contraception which challenge the historical claim of religious groups to regulate kinship and reproduction conform to a logic of doctrinal politics which turns on relations between religious groups and the state Publicly paid parental leave and child care follow a logic of class politics in which the strength of Left parties and overall economic conditions are more salient The book reveals the multiple and complex pathways to gender justice illuminating the opportunities and obstacles to social change for policymakers advocates and others seeking to advance women s rights

Gender and Elections Susan J. Carroll,Richard L. Fox,2013-12-23 The third edition of Gender and Elections offers a systematic lively and multifaceted account of the role of gender in the electoral process through the 2012 elections This timely yet enduring volume strikes a balance between highlighting the most important developments for

women as voters and candidates in the 2012 elections and providing a more long term in depth analysis of the ways that gender has helped shape the contours and outcomes of electoral politics in the United States Individual chapters demonstrate the importance of gender in understanding and interpreting presidential elections presidential and vice presidential candidacies voter participation and turnout voting choices congressional elections the political involvement of Latinas the participation of African American women the support of political parties and women s organizations candidate communications with voters and state elections Without question Gender and Elections is the most comprehensive reliable and trustworthy resource on the role of gender in US electoral politics

Working Mothers and the Welfare State

Kimberly J. Morgan,2006 This book explains why countries have adopted different policies for working parents through a comparative historical study of four nations France the Netherlands Sweden and the United States

The Oxford

Handbook of Family Policy Over the Life Course Mary Daly,Birgit Pfau-Effinger,Neil Gilbert,Douglas J. Besharov,2023

Drawing on a multidisciplinary group of experts from many countries this Handbook is intended to be a reference work that provides students and scholars in policy related disciplines a wide ranging perspective on the diverse ways that family policies respond to modern issues and trends over the life course The Handbook is divided into two main parts The first part offers a panoramic introduction to the setting and issues which contemporary family policies have been designed to address The second part and main body of the volume is organized around four benchmark periods that encompass the main stages of the family life cycle and social policies that are called into play during these stages

Gender Equality Janet C.

Gornick,Marcia K. Meyers,2009-08-03 In the labor market and workplace anti discrimination rules affirmative action policies and pay equity procedures exercise a direct effect on gender relations But what can be done to influence the ways that men and women allocate tasks and responsibilities at home In Gender Equality Volume VI in the Real Utopias series social scientists Janet C Gornick and Marcia K Meyers propose a set of policies paid family leave provisions working time regulations and early childhood education and care designed to foster more egalitarian family divisions of labor by strengthening men s ties at home and women s attachment to paid work Their policy proposal is followed by a series of commentaries both critical and supportive from a group of distinguished scholars and a concluding essay in which Gornick and Meyers respond to a debate that is a timely and valuable contribution to egalitarian politics

Getting Paid While

Taking Time Megan Sholar,2016-09-28 The United States remains the only industrialized nation in the world that does not provide paid family leave at the national level for either men or women In the more than two decades since the passage of the Family and Medical Leave Act there have been numerous unsuccessful attempts to expand family leave benefits nationally However in the United States it is common for innovations in family policies to arise at the state level In her timely book Getting Paid While Taking Time Megan Sholar explains the development of family leave policies at both the national and state levels in the United States She provides cogent studies of states that have passed and proposed family leave legislation

and she pays special attention to the ways in which women's movement actors and other activists e.g. labor unions exert pressure on public officials to help influence the policymaking process. In her conclusion Sholar considers the future of paid family leave policies in the United States and the chances for it ever equaling the benefits in other countries.

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