



Maternity Leave

in Bangladesh

Maternity Leave

Victoria Gordon



Maternity Leave:

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 *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 **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.

Maternity and Work International Labour Office, 1994. Concern to protect working women in connection with pregnancy and childbirth appeared when women first entered factory employment and was reflected in the provision of maternity leave in some countries. Over time maternity protection evolved to include measures to protect the pregnant woman's health so that work does not harm the development of the foetus.

Maternity Protection at Work, 1999. The first discussion of the question of the revision of this conference took place at the 87th Session 1999 of the International Labour Conference. Governments were invited to send any amendments or comments they might wish to make whether they considered that the proposed texts constituted a satisfactory basis for discussion by the Conference at its 88th Session 2000. At the time of drawing up this report the Office had received replies from the governments of 84 member States.

Taking Time Mindy Fried, 1998. There is a growing movement among corporations to provide family benefits in order to attract and retain women workers. They recognize that these benefits have become a cost of doing business. Many of these benefits like child care and elder care are aimed at supporting employees' ability to stay on the job. Parental leave policies are an exception because they involve taking time away from the job. This timely book provides an inside look at life in a major U.S. corporation focusing on the impact of workplace culture on the use of parental leave and those who use it. Fried begins by describing why parental leave is critical to making parenting the job of both parents in two parent families. She examines the varied experiences of different levels of workers in how parental leave policy is used. The author tells a rich and textured tale of day to day life in the skyscraper offices of a large corporation. How people dress, what their offices look like, which cafeteria they eat in, how the supervisors and supervised talk, all these things are part of the fabric of corporate culture that Fried describes. Most of us live in work cultures that value overtime. Fried argues that as a time policy parental leave clashes with the powerful norm that corporate employees must work long and hard. Taking time for parenting a job that is devalued in our culture may be perceived as taking time away from the company and in particular from the company's productivity.

Wisconsin Maternity Leave and Fringe Benefits Jennifer Gerner, 1974.

EU Law on Maternity and Other Child-Related Leaves Miguel De la Corte-Rodríguez, 2019-09-04. Although proven effective in protecting pregnancy, giving birth and breastfeeding, that is the biological differences of women related to maternity, the current European Union (EU) legislative framework on maternity leave tends to overlook the roles of both parents especially during the post delivery period of

bonding with the child This framework along with EU law on parental leave which does not encourage an equal take up of the leave gives rise to serious issues of gender equality affecting both men and women This deeply researched and urgent book proposes alternative options for future EU law on child related leave which can be applied to both employees and self employed workers to mitigate these limitations and side effects Analysing the various EU Directives which directly or indirectly relate to maternity leave paternity leave adoption leave and parental leave as well as the corresponding case law of the Court of Justice of the EU the author uses a social risk approach and tackles the following issues narrow focus of the legislation on the delivering mother s incapacity to work in practice excessive emphasis on the protection of the delivering mother silent assent to the unequal distribution of caring responsibilities within the family lack of attention to women s labour market outcomes and the new direction followed by the recently adopted Directive on work life balance The research focuses on working parents including non delivering parents in same sex couples or adoption and includes a comparative analysis of the law of six countries Belgium Ireland Spain the United Kingdom Sweden and Portugal chosen to illustrate the variety of national schemes available and how their desirable features can be introduced into EU law A more balanced design of child related leave is a must in today s society for reasons of fairness and also for economic considerations This complete analysis of EU legislation and case law about child related leave including the first ever systematic and in depth analysis on whether maternity leave can be considered discriminatory against fathers and a review of economic literature on how child related leave affects the situation of women in the labour market offers forward looking solutions for child related leave to enhance gender equality Practitioners and nongovernmental organisations dealing with EU and national matters related to labour and employment law social security law and gender equality law will welcome this important book as will academics and policymakers interested in maternity and other child related leaves

Essentials of Employment Law David Lewis, Malcolm Sargeant, 2004 Lewis has updated his widely recommended text to take full account of all legislative changes that have come into effect since publication of the previous edition

Maternity Leave and Employment Patterns, 2011
Waud's Employment Law Peter Chandler, 2003 The law relating to employment and its procedures is becoming ever more complex Completely revised and fully updated this authoritative and practical guide continues to demystify employment law explaining the technicalities in a clear and simple way Provided by publisher
Encyclopaedia of Occupational Health and Safety Jeanne Mager Stellman, 1998 Revised and expanded this edition provides comprehensive coverage of occupational health and safety A new CD ROM version is available which provides the benefits of computer assisted search capabilities

Celebrating Life Customs around the World Victoria R. Williams, 2016-11-21 This book documents hundreds of customs and traditions practiced in countries outside of the United States showcasing the diversity of birth coming of age and death celebrations worldwide From the beginning of our lives to the end all of humanity celebrates life s milestones through traditions and unique customs In the United States we have specific events like baby showers rites of passage such as Bat

and Bar Mitzvahs and sweet 16 birthday parties and sober end of life traditions like obituaries and funeral services that honor those who have died But what kinds of customs and traditions are practiced in other countries How do people in other cultures welcome babies prepare to enter into adulthood and commemorate the end of the lives of loved ones This three volume encyclopedia covers more than 300 birth life and death customs with the books content organized chronologically by life stage Volume 1 focuses on birth and childhood customs Volume 2 documents adolescent and early adulthood customs and Volume 3 looks at aging and death customs The entries in the first volume examine pre birth traditions such as baby showers and other gift giving events and post birth customs such as naming ceremonies child rearing practices and traditions performed to ward off evil or promote good health The second volume contains information about rites of passage as children become adults including indigenous initiations marriage customs and religious ceremonies The final volume concludes with coverage on customs associated with aging and death such as retirement celebrations elaborate funeral processions and the creation of fantasy coffins The set features beautiful color inserts that illustrate examples of celebrations and ceremonies and includes an appendix of excerpts from primary documents that include legislation on government accepted names wedding vows and maternity paternity leave regulations

Employment Law Concentrate Michael Jefferson, 2018-08-02 The Employment Law Concentrate is written and designed to help you succeed Written by experts and covering all key topics Concentrate guides help focus your revision and maximise your exam performance Each guide includes revision tips advice on how to achieve extra marks and a thorough and focused breakdown of the key topics and cases Revision guides you can rely on trusted by lecturers loved by students I have always used OUP revision and Q A books and genuinely believe they have helped me get better grades Anthony Poole law student Swansea University The detail in this revision textbook is phenomenal and is just what is needed to push your exam preparation to the next level Stephanie Lomas law student University of Central Lancashire It is a little more in depth than other revision guides and also has clear diagrams and teaches ways to obtain extra marks These features make it unique Godwin Tan law student University College London The concentrate revision guides stand out against other revision guides Renae Haynes Williams law student Bangor University The exam style questions are brilliant and the series is very detailed prepares you well Frances Easton law student University of Birmingham The accompanying website for Concentrate is the most impressive I've come across Alice Munnelly law student Kings College London it is a fantastic book It covers absolutely all topics you need for the course Emma McGeorge law student Strathclyde University

Smith and Wood's Employment Law Ian Smith, Aaron Baker, Owen Warnock, 2017 Authoritative and accessible Smith Wood's Employment Law provides detailed and well explained coverage on the core areas and key case law Critique and contextual treatment engages students and helps them to develop a well rounded and deep understanding of the subject

The Sage International Encyclopedia of Politics and Gender Lia K. Roberts, 2025-09-08 This four volume encyclopedia set is organized to allow the reader to explore gender and politics from an updated

interdisciplinary intersectional and global perspective The organization format will be an A Z approach of approximately 500 600 entries with entries ranging in word count from 1 500 3 000 words with some entries on foundational topics at around 5 000 Coverage will examine both the role gender plays within the realm of politics political participation leadership etc as well as policies that are based in gender abortion and reproductive policies transgender rights etc Foundational topics will include entries such as International Security and Gender which will introduce gender and war human trafficking gender and militarism and women and terrorism and International Relations and Gender which will introduce topics such as gender mainstreaming the Convention on the Elimination of All Forms of Discrimination Against Women CEDAW and eco feminism A Comparative Politics foundational entry will focus on research areas surrounding political representation and participation legislative processes and law such as gender quotas gender gap in political participation and leadership intersectionality and barriers in representation and leadership Ni Unos Menos Not One Less Movement recent significant activist movements and transgender specific law Concepts connected to feminist and queer theory as applied in regional studies will also be covered For example marianismo or the connection between Catholicism and gender roles in Latin American and Latinx communities Asian American and Pacific Islander AAPI voters and political mobilization and LGBTQIA leaders and social movements will be included This encyclopedia will be essential for any undergraduate or graduate course on gender studies in gender studies programs as well as sociology political science history or other related programs disciplines gender and politics international relations and gender or area specific courses such as Gender and Latin American Politics or Gender and African Studies

Discrimination and the Law Malcolm Sargeant, 2013-08-21 Discrimination and the Law provides an exploration and evaluation of Discrimination Law with a primary focus on discrimination in employment Introducing readers to the concepts of equality and the historical origins of discrimination law Malcolm Sargeant explores the wider political social and economic contexts through which the law has evolved The book provides an examination of the main provisions of and the application of the Equality Act 2010 which was passed to consolidate the complicated and numerous array of Acts and Regulations which formed the basis of anti discrimination law in Great Britain Encompassing sex race age disability discrimination on the grounds of sexual orientation or religious belief this book also considers aspects of discrimination which are not provided for such as multiple discriminations and intersectionality In addition the provisions of the Equality Act and subsequent UK case law are considered within the context of EU Directives and judgments from the European Court of Justice and other international sources of equality law Concise accessible and with a review of current debates and issues at the end of each chapter Discrimination and the Law is an essential introduction to the wide ranging law relating to discrimination in the UK for both LLB and HRM students

Report on Pay and Conditions for Employees of the Community Development Programme , Employment Law in Context David Cabrelli, 2016 A contextual rigorous treatment of employment law

featuring a running case example to show exactly how the law works and including extracts from key cases and source

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