



ALL ABOUT **LEAVE POLICIES** FOR **EMPLOYEES**

Policies On Leave From Work

Karin Nielsen-Saines



Policies On Leave From Work:

Work and Family Policy Stephen Sweet, 2013-09-13 Numerous challenges exist in respect to integrating work and family institutions and there is remarkable cross national variation in the ways that societies respond to these concerns with policy This volume examines these concerns by focusing on cross national variation in structural cultural arrangements Consistent support is found in respect to the prospects of expanding resources for working families both in the opportunity to provide care as well as to remain integrated in the workforce However the studies in this volume offer qualifiers explaining why some effects are not as strong as might be hoped and why effects are sometimes restricted to particular classifications of workers or families It is apparent that when different societies implement similar policies they do not necessarily do so with the same intended outcomes and usage is mediated by how policies are received by employers and workers The chapters in this book speak to the merits of international comparative analysis in identifying the strategies challenges and benefits of providing resources to workers and their families This book was originally published as a special issue of *Community Work Family*

Handbook of Family Policies Across the Globe Mihaela Robila, 2013-06-19 Family policy holds a particular status in the quest for a more equitable world as it intersects the rights of women children and workers But despite local and global efforts and initiatives the state of family policy in different areas of the world varies widely Through a cross section of countries on six continents *Family Policies Across the Globe* offers the current state of the laws concerning family life structure and services providing historical cultural and socioeconomic context Lucidly written chapters analyze key aspects of family definition marriage child well being work family balance and family assistance reviewing underlying social issues and controversies as they exist in each country Details of challenges to implementation and methods of evaluating policy outcomes bring practical realities into sharp focus and each chapter concludes with recommendations for improvement at the research service and governmental levels The result is an important comparative look at how governments support families and how societies perceive themselves as they evolve Among the issues covered Sierra Leone toward sustainable family policies Russia folkways versus state ways Japan policy responses to a declining population Australia reform revolutions and lingering effects Canada a patchwork policy Colombia a focus on policies for vulnerable families Researchers professors and graduate students in the fields of social policy child and family studies psychology sociology and social work will find in *Family Policies Across the Globe* a reference that will grow in importance as world events continue to develop

The Nature and Pattern of Family-friendly Employment Policies in Britain Dex, Shirley, Smith, Colin, 2002-05 There is need for a more detailed understanding of employers motivations for offering flexible working and the outcomes of different policies and practices for both employers and employees This report draws on data from a large scale national survey of workplace employee relations WERS to fill these gaps in our knowledge and understanding It is the first time these issues have been explored through analysis of such a large and representative sample of companies and employees *Work*

Life Policies Ann C. Crouter, Alan Booth, 2009-02-24 Sociological essays on policies that could help employees balance their workplace responsibilities with their other responsibilities Policies examined encompass organizational policies municipal policies state policies and federal policies Workers studied include salaried professionals and low wage part time hourly workers Provided by publisher

Work, Vacation and Well-being Dalia Etzion, 2019-08-21 Based on a twenty year research study *Work Vacation and Well being* delves into the ubiquitous yet often underestimated issues surrounding vacation and respite Providing an original outlook on how breaks from work can be beneficial for the well being of employees this book also addresses the potential negative impacts of vacation Taking into account factors concerning the nature of the break and the person taking it Etzion delves into the benefits and drawbacks of workplace breaks from annual leave to maternity leave and sabbaticals *Work Vacation and Well being* looks at breaks from work through various social and cultural lenses to present a balanced and well researched perspective on all angles of taking a break Perfect for students of Organizational and Health Psychology *Work Vacation and Well being* also widely appeals to those studying Social Policy Management Studies Occupational Health and Research Methods

Organizational Strategies for Work-Life Balance Dong-Jin Lee, M. Joseph Sirgy, 2024-06-25 This book provides a systematic review of the research literature related to the effectiveness of organizational policies and programs on work life balance WLB It discusses policies and practices related to workload management flextime flexplace alternative job arrangements and family care Based on the evidence the authors make specific recommendations to organizational executives and HR directors to design and implement work life balance policies and programs to maximize their effectiveness and help employees achieve their optimal level of work life balance Specifically the authors discuss how to 1 identify employees with greater need for WLB programs 2 evaluate environmental circumstances for WLB programs 3 design effective WLB policies and programs 3 facilitate effective implementation of WLB policies and programs 4 provide management support for WLB policies and programs and 5 evaluate performance of WLB policies and programs Written lucidly by experts in the field and with many case studies and examples this book appeals to a wide range of academic and professional readers

Australian Public Policy Chris Miller, Lionel Orchard, 2016-02-17 *Australian public policy* engages with the values and dilemmas of progressive public policy in Australia bringing together leading authors to explore a wide range of issues which challenge and extend current thinking about Australian public policy

The Politics of Parental Leave Policies Sheila B. Kamerman, Peter Moss, 2011 This title covers 15 countries in Europe and beyond bringing together leading academic experts to provide a unique insight into the past present and future state of this key policy area

Gender Equality at Work Rejuvenating Korea: Policies for a Changing Society OECD, 2019-10-28 Korean families are changing fast While birth rates remain low Koreans are marrying and starting a family later than ever before if at all Couple with children households the dominant household type in Korea until recently will soon make up fewer than one quarter of all households These changes will have a profound effect on Korea's future Among other

things the Korean labour force is set to decline by about 2.5 million workers by 2040 with potential major implications for economic performance and the sustainability of public finances *Family Policy in Transformation* D. Woods, 2012-01-06 In the US and UK there has been a transformation in child care family leave social assistance and tax credits over the last twenty years This book explores the factors behind these changes With detailed case studies it shows that ideas and the power to wield them are crucial factors in the transformation of family policy **Human Resource Policies and Procedures for Nonprofit Organizations** Carol L. Barbeito, 2004-10-06 Get the tools you need to build a successful human resource management system Learn about organizational policies and procedures nondiscrimination affirmative action recruitment hiring termination compensation supervision employment conditions administration and volunteer policies the framework for developing a comprehensive human resource management system for paid employees volunteer workers and outsourced work This practical guide has handy features like a customizable CD ROM full of sample policies procedures and forms that can be easily adapted to individual nonprofit organizations of any size and it uses checklists extensively enabling you to perform a step by step implementation of a complete up to date human resource management system *Women and Employment in Public Policy* Susan Milner, 2024-07-20 In the UK women's economic empowerment through employment is a success story of the last three decades And yet women are over represented in low paid insecure jobs are under represented in top jobs and earn less than men on average with a marked income gap over the lifecourse When Labour took office in 1997 a new wave of women MPs entered parliament in record numbers and women gained access to ministerial roles including a newly created minister for women However policy on women and employment remained an area of conflict New rights were secured particularly for mothers but when Labour left office a sizeable policy agenda remained unfinished Using documentary evidence and interviews from leading policy actors from the period *Women and Employment in Public Policy* takes as its starting point the Women and Work Commission which was convened in 2004 to examine causes of the gender pay gap The commission was unable to defuse conflicts over equal pay but it set out an agenda for change at the level of government private sector work organizations and public sector organizations Milner examines why the commission could not resolve key conflicts and why its broad based recommendations were only partially taken up She traces the subsequent development of policy observing well established preferences for light touch regulation which can raise awareness but leave entrenched practices unchallenged and weaken individual women's access to redress Detailed study of the working of the commission provides lessons on the policy process particularly for those seeking to influence policy It also shows that within the wider policy space opportunities for action to effect change are possible based on appeals to instrumental logic or political exchange but are constrained by party leadership *Early Childhood Policies and Systems in Eight Countries* Tony Bertram, Chris Pascal, 2016-07-29 This report provides an overview of policy strategies on early childhood education settings from birth to primary schooling in eight countries Data were collected using a policy questionnaire addressed to and

completed by the National Research Coordinator s NRC of Chile the Czech Republic Denmark Estonia Italy Poland the Russian Federation and the United States The countries that participated provide interesting illustrations of early childhood education policy in action in a range of diverse contexts Analysis of the systemic and structural results of ECE policy at national and where necessary subnational levels enables transnational comparisons in policy and systems Key policy changes both underway and planned are documented These data reveal key findings in each of the five policy areas as covered in the questionnaire and this report public policy delivery models and providers participation and enrollment quality assurance systems and expectations for child outcomes In particular the study aims to provide meaningful information for countries states and jurisdictions across the world in relation to early childhood education mapping the systems structures and user pathways in place along with the perceptions of stakeholders about the system its functioning and impact This comprehensive assessment of the wider policy contexts and settings for early childhood education includes teacher practitioner qualifications pedagogy approaches and opportunities for professional development Such information will enable countries to review their early childhood education systems in an international context

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

Making Motherhood Work Caitlyn Collins,2020-05-05 The work family conflict that mothers experience today is a national crisis Women struggle to balance breadwinning with the bulk of parenting and social policies aren t helping Of all Western industrialized countries the United States ranks dead last for supportive work family policies Can American women look to Europe for solutions Making Motherhood Work draws on interviews that Caitlyn Collins conducted over five years with 135 middle class working mothers in Sweden Germany Italy and the United States She explores how women navigate work and family given the different policy supports available in each country Taking readers into women s homes neighborhoods and workplaces Collins shows that mothers expectations depend on context and that policies alone cannot solve women s struggles With women held to unrealistic standards the best solutions demand that we redefine motherhood work and family

Poverty, Battered Women, and Work in U.S. Public Policy Lisa D. Brush,2011-07-28 Drawing on longitudinal interviews government records and personal narratives feminist sociologist Lisa Brush examines the intersection of work welfare and battering Brush contrasts conventional wisdom with illuminating analyses of social change and social structures highlighting how race and class shape

women's experiences with poverty and abuse and how domestic violence moves out of the home and follows women to work. Brush's unique interview data on work-related control abuse and sabotage together with administrative data on earnings, welfare, and restraining orders offer new empirical insights on the impact of work requirements and other post-welfare rescission changes on the lives of low-income and battered mothers. Personal narratives provide first-hand accounts of women's perceptions of the broad forces that shape the circumstances of their everyday lives: their health, their prospects, their ambitions, and their diagnoses of their world. Deftly integrating the political and the personal, the administrative and the narrative, the economic and the emotional, Brush underscores the vital need to reexamine ideas, policies, and practices meant to keep women safe and economically productive that instead trap women in poverty and abuse. With her fresh approach to problems people often see as intractable, Brush offers a new way of calculating the costs of battering for the policy makers and practitioners concerned with the well-being of poor battered women and their families and communities.

Father Involvement and Gender Equality in the United States Richard Petts, 2022-08-31 This book focuses on issues of family work and gender with a focus on gender inequality. Women are disadvantaged in both paid and domestic work due in large part to being primarily responsible for duties within the domestic sphere. The COVID-19 pandemic has exacerbated these inequalities, making the issue of reducing gender inequality even more pressing. Fathers play an important role in contributing to and perhaps reducing gender inequality, but barriers to their involvement in family life have received less attention than detailing challenges that mothers face. If men were equally involved in all aspects of domestic life, i.e. were fully engaged, dads' women's burdens would be reduced and perceptions of who is responsible for parenting may change, resulting in greater gender equality. Father Involvement and Gender Equality in the United States focuses on the key issue of father involvement, seeking to understand why fathers are less involved at home than mothers despite an increased desire for fathers to be more engaged parents. This book utilizes recent national survey data, interviews with fathers, and insights from the author's personal experience as a father to identify current norms of fatherhood within the United States, barriers to father involvement, and strategies to overcome these barriers. Overall, this book argues that by establishing the expectation that fathers will be fully engaged dads as a cultural norm and by providing structural opportunities for fathers to meet this cultural standard, greater gender equality can be achieved within the United States. The arguments presented in this book are valuable for scholars in the areas of family work and gender, policymakers and business leaders who seek to promote gender equality and work-family balance, and parents who are interested in achieving a more egalitarian division of labor within their own families.

State Magazine, 1997 **State Magazine. United States Department of State**, 1997 European Gender Regimes and Policies Sevil Sümer, 2016-04-22 Comprehensive gender equality remains an unfulfilled goal in many European countries in spite of important developments and challenges to the traditional gendered division of labour. This volume reviews recent advances of gender policies in different countries in the European Union together with recent empirical data on gender

relations in the labour market and within families It adopts an international and interdisciplinary perspective through its use of qualitative and quantitative data and a comprehensive theoretical framework Particular attention is paid to the latest developments in the field of gender equality in different Scandinavian countries countries which are customarily seen as forerunners in the area The title culminates with an in depth discussion on the possibility of converging alternate gender policy regimes in Europe

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