

Mothers on the Job: Maternity Policy in the U.S. Workplace

Vogel, Lise

Note: This is not the actual book cover

Mothers On The Job Maternity Policy In The Us Workplace

Fouad Sabry



Mothers On The Job Maternity Policy In The Us Workplace:

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. *Mothers On The Job* Vogel, 1993 *Rock-a-by Baby* Verta Taylor, 2016-12-05 Although self-help has been an integral strategy of the women's movement, the burgeoning self-help publishing industry and growing popularity of talk shows encouraging personal confession have provoked vicious attacks on self-help from many feminists. *Rock a By Baby* examines the postpartum depression support group movement and explores the relationship between gender, the ideas and strategies of women's self-help groups, and feminism. Taylor uses interviews and personal letters, talk show transcripts, organizational newsletters, and a survey of postpartum group leaders to illuminate conflicts played out in the arena of women's self-help. 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 *The Neutered Mother, The Sexual Family and Other Twentieth Century Tragedies* Martha Albertson Fineman, 2014-04-04 Calling for nothing less than a radical reform of family law and a reconception of intimacy *The Neutered Mother The Sexual Family and Other Twentieth Century Tragedies* argues strongly against current legal and social policy discussions about the family because they do not have at their core the crucial concepts of caregiving and dependency as well as the best interests of women and children *The Neutered Mother* scrutinizes the definitions of family and mother throughout the volume while paying close attention to issues of race class and sexuality In addition Fineman convincingly contests society's refusal to dignify support and respond to the needs of caregivers and illustrates the burden they must bear due to this treatment This book is a crucial step toward defining America's most pressing social policy problems having to do with women motherhood and the family *Feminism and Method* Nancy A. Naples, 2013-10-16 Naples draws on different research topics such as welfare poverty sexual identity and sexual abuse to illustrate some of the most salient dilemmas of feminist research the debate over objectivity the paradox of discourse the dilemma of standpoint and the challenges of activist research By linking important feminist theoretical debates with case studies Naples illustrates the strategies she developed for resolving the challenges posed by postmodern Third World postcolonial and queer studies **Materialist Feminism** Rosemary Hennessy, Chrys Ingraham, 1997 During the 1980s capitalism triumphantly secured its global reach anti communist ideologies hammered home socialism's inherent failure the New Left increasingly moved into the professional middle class and many of feminism's earlier priorities were marginalized Identity politics often formulated in terms of social reconstructionism or multiculturalism has increasingly suppressed materialist feminism's systematic perspective replacing it with discourse analysis or cultural politics *Materialist Feminism A Reader* argues against the retreat to multiculturalism for keeping invisible the material links among the explosion of meaning making practices in highly industrialized social sectors the exploitation of women's labor and the appropriation of women's bodies that continues to undergird the scramble for profits and state power in multinational capitalism *Men as Managers, Managers as Men* David Collinson, Jeff Hearn, 1996-09-28 Most managers in most organizations in most countries are men This book is the first international work to address the relationships between men masculinities and managements It examines the processes through which gendered managerial structures cultures and practices are reproduced Exploring top and middle managers entrepreneurs corporate executives and public and private sector managers the book breaks new ground by critically examining the gendered power processes that have largely been assumed and ignored by conventional organizational and management theory As well as providing new insights into how managements and masculinities may reinforce each other this challenging book ultimately explores the ways in which *Gender Politics in the Expanding European Union* Silke Roth, 2008 In May 2004 after bringing their legislation into accordance with EU regulations ten more countries

joined the European Union The contributors to this volume assess the impact of this historical development on gender relations in the new and old EU member states Instead of focusing on either western or eastern Europe this book investigates the similarities and differences in diverse parts of Europe Although initially limited gender equality was part of the original framework of the European Union an organization often more open than national governments to feminist demands as this volume illustrates with case studies from eastern and western Europe The enlargement process thus provides some important policy instruments for increasing equality between men and women **Inclusion** Steven Epstein,2008-09-15

With **Inclusion** Steven Epstein argues that strategies to achieve diversity in medical research mask deeper problems ones that might require a different approach and different solutions Formal concern with this issue Epstein shows is a fairly recent phenomenon Until the mid 1980s scientists often studied groups of white middle aged men and assumed that conclusions drawn from studying them would apply to the rest of the population But struggles involving advocacy groups experts and Congress led to reforms that forced researchers to diversify the population from which they drew for clinical research While the prominence of these inclusive practices has offered hope to traditionally underserved groups Epstein argues that it has drawn attention away from the tremendous inequalities in health that are rooted not in biology but in society Epstein s use of theory to demonstrate how public policies in the health profession are shaped makes this book relevant for many academic disciplines Highly recommended Choice A masterful comprehensive overview of a wide terrain Troy Duster Biosocieties

Thick Moralities, Thin Politics Benjamin Gregg,2003-04-18 Gregg sketches a new moral framework for political theory and public policy **Marxist Feminism** Fouad Sabry,2024-08-20 Why is Marxist Feminism essential within the Political

Science series This book is your gateway to understanding how Marxism and feminism intersect to address issues of class gender oppression and social change It provides an in depth exploration of how these two powerful frameworks combine to critique and transform society By reading this book you will gain critical insights into the ways that economic and gender inequalities are intertwined and how they can be addressed through a Marxist feminist lens 1 Marxist Feminism Introduction to the core principles and key debates in Marxist feminism 2 Socialist Feminism Explores how socialist feminism bridges Marxist and feminist theory 3 Materialist Feminism Examines how material conditions shape gender and class oppression 4 Feminist Movements and Ideologies Overview of global feminist movements and their ideologies 5 Feminist Political Theory Discusses feminist approaches to political theory and their Marxist connections 6 Marxist Schools of Thought Overview of different Marxist theories relevant to feminist analysis 7 Wages for Housework Analyzes the campaign for recognizing domestic labor as economically valuable 8 Marxism and the Oppression of Women Explores how Marxist theory addresses gender oppression 9 Immaterial Labor Discusses the role of non physical labor in capitalist economies and its gendered implications 10 Reproductive Labor Examines the economic and social significance of reproductive work 11 Alexandra Kollontai Highlights the contributions of Kollontai to Marxist feminist thought 12 Critical Criminology Discusses how Marxist

feminism critiques traditional criminology 13 Silvia Federici Focuses on Federici's work on the intersection of capitalism gender and labor 14 Heidi Hartmann Analyzes Hartmann's theory of the unhappy marriage of Marxism and feminism 15 Rosemary Hennessy Explores Hennessy's work on capitalism culture and feminist theory 16 Lise Vogel Discusses Vogel's analysis of social reproduction within a Marxist feminist framework 17 Historical Materialism Explores how historical materialism informs feminist analysis of society 18 Feminist Urbanism Examines how feminist theory critiques urban spaces and their design 19 Feminism of the 99% Discusses the global movement advocating for an inclusive anti capitalist feminism 20 Caliban and the Witch Analyzes the historical roots of capitalist exploitation and gender oppression 21 The Traffic in Women Explores the political economy of sex and gender relations in capitalism By investing in Marxist Feminism you are not merely acquiring a book you are gaining access to a transformative understanding of how class and gender intersect in shaping our world This knowledge is indispensable for anyone committed to social justice and eager to explore the possibilities of systemic change through a Marxist feminist perspective

Union Women Mary Margaret Fonow, 2003 For more than a quarter century steel mills in the United States and Canada have produced more than metal they have produced a new kind of worker and union activist Women of Steel In an era labeled postfeminist and postindustrial women have created spaces in this quintessentially male dominated workforce from which to mobilize for their rights as women and workers In Union Women Mary Margaret Fonow captures the stories of the women of the United Steelworkers She focuses on a tenacious group who used their developing power in the union to challenge sex discrimination and to advocate for women's rights and applied their transnational resources to construct a feminist response to globalization and economic restructuring In the process they have transformed the organizations resources and networks of both the labor and women's movements and have in turn transformed themselves into feminists In Union Women Fonow uses statistical archival and ethnographic research methods to provide a broad historical account of women in the steel industry Fonow's sweeping approach allows her to examine several key issues in social movement feminist and political theory and to show that insights from these fields shape each other She explores how social movements are gendered how working class women develop a feminist consciousness and how this process is informed by intersecting demands of race class and gender As a comparative cross national study Union Women also demonstrates how different political and social cultures affect women's organizing and strategic decisions Finally Fonow emphasizes that economic restructuring and globalization pose immediate challenges for women as laborers and activists and that in order to survive all unions must develop organizing and mobilization strategies informed by feminism and other social movements

Inside Agitators Hester Eisenstein, 1996 Is a woman friendly state possible Can women achieve full social citizenship At a time when backlash against people of color women and the poor is accelerating this account of the experiences of Australian feminists is illuminating Australian feminists succeeded in making women's issues like child care and domestic violence part of the main stream political agenda Inside Agitators is

the first full length study of the Australian femocrats published in the United States Hester Eisenstein herself a former femocrat chronicles the efforts of a cohort of women feminist bureaucrats who changed the gender landscape from the initial invitation to enter government by Labor in 1973 to the rise of neo liberalism and the contemporary attack on the public sector Connecting the femocrats to specifically Australian features of political culture and political economy this book analyzes the implicit political theory of the femocrats Eisenstein addresses the issues of strategies for social change class race and racism sexuality and sexual politics gendered experience and accountability to the women s movement This important study explores the possibilities and limits of the contemporary attempt by the women s movement to constitute women as a gender interest and to use state power as an instrument for social change Author note Hester Eisenstein Professor in the Department of American Studies at the State University of New York at Buffalo held posts at both the Office of Equal Opportunity in Public Employment and the Education Department in New South Wales Australia She is the author of several books including *Contemporary Feminist Thought* *Woman Questions* Lise Vogel, 1995 For more than two decades Lise Vogel has been an important voice in feminist theory *Woman Questions* brings Drawing upon the life story essays on socialist feminism Marxist theory and the problem of equality The collection provides not only a compendium of one influential thinker s work but a thoughtful overview of the evolution of US socialist feminism The essays are grouped in three sections covering the relationship between feminism and socialism the significance of the Marxist theoretical tradition for women s liberation and issues of difference diversity and equality A lengthy autobiographical introduction offers readers access to Vogel s personal story of civil rights work in Mississippi the early women s liberation movement a radical career switch and growing up in a politically active family [The Elgar Companion to Feminist Economics](#) Janice Peterson, Margaret Lewis, 2001-01-01 Comprehensive reference work introducing readers to the field of feminist economics It addresses key concepts as well as feminist economic critiques and reconstructions of major economic theories and policy debates **Feminist Policymaking in Chile** Liesl Haas, 2011-02-28 Investigates the efforts of feminists in Chile to win policy reforms on a broad range of gender equity issues from labor and marriage laws to educational opportunities to health and reproductive rights Provided by publisher [The Truly Diverse Faculty](#) S. Fryberg, E. Martínez, 2014-10-23 Many universities in the twenty first century claim diversity as a core value but fall short in transforming institutional practices The disparity between what universities claim as a value and what they accomplish in reality creates a labyrinth of barriers challenges and extra burdens that junior faculty of color must negotiate often at great personal and professional risk This volume addresses these obstacles first by foregrounding essays written by junior faculty of color and second by pairing each essay with commentary by senior university administrators These two university constituencies play crucial roles in diversifying the academy but rarely have an opportunity to candidly engage in dialogue This volume harnesses the untapped collective knowledge in these constituencies revealing how diversity claims when poorly conceived and under actualized

impact the university as an intellectual work environment and as a social filter for innovative ideas *The Wages of Motherhood* Gwendolyn Mink, 2018-08-06 Entering the vigorous debate about the nature of the American welfare state *The Wages of Motherhood* illuminates ways in which a maternalist social policy emerged from the crucible of gender and racial politics between the world wars Gwendolyn Mink here examines the cultural dynamics of maternalist social policy which have often been overlooked by institutional and class analyses of the welfare state Mink maintains that the movement for welfare provisions while resulting in important gains reinforced existing patterns of gender and racial inequality She explores how AngloAmerican women reformers as they gained increasing political recognition promoted an ideology of domesticity that became the core of maternalist social policy Focusing on reformers such as Jane Addams Grace Abbott Katherine Lenroot and Frances Perkins Mink shows how they helped shape a social policy premised on moral character and cultural conformity rather than universal entitlement According to Mink commitments to a gendered and racialized ideology of virtuous citizenship led women s reform organizations in the United States to support welfare policies that were designed to uplift and regulate motherhood and thus to reform the cultural character of citizens The upshot was a welfare agenda that linked maternity with dependency poverty with cultural weakness and need with moral failing Relegating poor women and racial minorities to dependent status maternalist policy had the effect of strengthening ideological and institutional forms of subordination In Mink s view the legacy of this benevolent and invidious policy continues to inflect thinking about welfare reform today **In Defense of the Lifeworld** Michael R. Welton, 1995-08-10 *In Defense of the Lifeworld* brings together five important critical commentaries on the state of the discipline and practice of adult education in North America Jack Mezirow Michael Collins Mechthild Hart Michael Welton and Donovan Plumb draw on critical theory feminism and postmodernism They examine the historical emergence of critical learning theory the psycho cultural dimensions of transformative learning theory the vocation of the adult educator in our immoral times the need to radically rethink the meaning of work and learning the contribution of Habermas to the development of a new social learning paradigm and the provocative challenge from postmodernist discourses to the critical adult education project This innovative text contends that the human lifeworld where we learn what life means what binds us together and what constitutes an autonomous personality is deeply threatened in our late twentieth century world Consequently the task of the critical adult educator is to preserve and extend forms of communicative action through reflection dialogue and critique

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