

## WGS. 101 Spring 2023

### FAMILY WORKPLACE BENEFITS

During the next few classes, we will discuss the ways in which the inclusion of large numbers of parents, especially mothers of young children, in the workplace raises the issue of whether (and to what extent) employers bear ethical responsibility to assist workers in balancing family/work roles.

#### Complete the exercise below:

If you were the human resources director of a large corporation or organization (e.g., hospital, university, non-profit), which family-work policies would you want to institute? Note: assume that female workers already have access to maternity health care leave for childbirth (on average 6 to 8 weeks) and all workers have access to federal unpaid family and medical leave- FMLA- (for any family-related reason) for up to four months.

#### A. Place an asterisk\* next to any policies that you would institute:

Paid paternal or co-parent leave  
Lengthy unpaid parenting or family caregiving leaves (e.g., up to two years)  
Adoption assistance (referral, financing)  
Educational programs/parenting and caregiving support groups  
Elder care and day care/afterschool/summer camp referral  
On-site day care for children under five (paid for by employees)  
Scholarships for day care/afterschool/summer camp for qualified employees  
Health Insurance that covers gender-affirming medical care and assisted reproduction including egg freezing  
Lactation rooms  
Elder care financial assistance  
Flexible daily schedules  
Flexible weekly schedules  
Flexible monthly schedules  
Flexible yearly schedules  
Telecommuting/working at home or offsite  
“Caregiver tracks” of less-than-full time work (e.g.  $\frac{3}{4}$  time,  $\frac{3}{4}$  pay) for executives  
“Caregiver tracks” for all employees  
Job-sharing opportunities  
Enhanced part-time options with same medical benefits as full-time workers  
Credit for job skills of homemaking/family caretaking in comparable jobs  
**Any other programs you would institute:** (Use back if needed)

**B.** What principles guided your answers to A? What do you see as the ethical responsibility of employers to employees with significant family responsibilities?

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