WGS. 101   FALL 2014
Name_____

FAMILY WORKPLACE BENEFITS
In class, we 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: 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 (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
Scholarships for day care/afterschool/summer camp for qualified workers
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. ¾ time, ¾ 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:

B. What do you see as the ethical responsibility of employers to employees with significant family responsibilities?

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