

FAMILY WORKPLACE BENEFITS

If you were the human resources director of a large corporation, which family-work policies would you want to institute? Note: workers have access to maternity leave for childbirth (on average 6 to 8 weeks) and federal unpaid family and medical leave absence for up to 4 months.

Check off all the policies that you would institute:

- Paid paternal leave
- Unpaid paternal leave
- On-site day care (with scholarships for lower-income workers)
- Elder care and day care/afterschool referral
- Elder care financial assistance
- Flexible daily schedules
- Flexible weekly schedules
- Flexible monthly schedules
- Telecommuting/working at home
- “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
- Enhanced part-time options with benefits
- Credit for job skills of homemaking

List any other programs that you would provide:

What is the biggest obstacle to implementing these programs?

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