

Title: Maternity Leave and Mothers' Wellbeing in the Workplace

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This is a presentation about the topic of maternity leave. Since the current process of maternity leave in the U.S negatively impact women's economic wellbeing, it has become a social problem that is caused by family, government, and the social culture. In order to better understand this social problem, I will explain why this is a social problem, analyze the reasons that contribute to the problem, and provide some possible solutions in both macro and micro level to help women balance between the roles of mother and worker in the end. Since 1993, the Family and Medical Leave Act (FMLA) has provided minimal federal provision of 12 weeks of unpaid parental leave. The undeveloped process of maternity leave negatively influences women's potential and performance in the workplace, creates difficulties for women who want to reentry to work after becoming mothers, and eventually result in a higher rate of social-economic hardship and dependence to women. In this study, a two-tiered system of employment was found, in which men are taking more advantages than women in the workplace. Therefore, the undeveloped policy of maternity leave does not improve women's status in the workplace but creates more potential discrimination, and eventually makes women a more vulnerable group in society.

Works Cited

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