

# New York Times: ‘Too Generous’ Family Policies Cause Discrimination Against Women

By [Janine Jackson](#)

Global Research, May 27, 2015

[FAIR](#) 26 May 2015

Region: [USA](#)

Theme: [Women's Rights](#)

The **New York Times**’ vision of women in the workplace. (Anna Parini)

Familiar, frustrating construction from today’s **New York Times** ([5/26/15](#)):

It turns out that generous maternity leave and flexible rules on part-time work can make it harder for women to be promoted — or even hired at all.

That’s one way to put it, and the article, by “Women at Work” columnist Claire Cain Miller, puts it that way repeatedly. Women are paid less in Chile as a “result” of the law that requires employers to provide childcare for working mothers. Maternity leave measures “have meant that” European women are less likely to achieve powerful positions at work. Policies intended to mitigate the penalty women pay for their traditional “dual burden,” the **Times** says, “end up discouraging employers from hiring women in the first place.”

The workplace repression of women is described as the “unintended” impact of family-friendly policies. Sure, such impacts weren’t intended by the policies’ drafters, but that makes it sound as though there were no conscious human beings behind decisions to pay working mothers less or not to hire women. It isn’t the policies that “make it harder” for women, but the male-centric management structure’s unwillingness to integrate those policies into the way work is done. Why not say that?

The **Times** suggests it might be better if employers didn’t have to pay for policies that make it possible for caregivers to earn a living, or maybe they should be “generous but not too generous.”

Finally, it floats the idea that making family-supportive measures gender-neutral might alleviate some of employers’ punitive responses. This at least starts to broach some of the societal questions—like the idea of making workplaces that support family and community life, rather than the other way around—that, in a better world, might form the starting point for such an article.

The original source of this article is [FAIR](#)

Copyright © [Janine Jackson](#), [FAIR](#), 2015

---

## [Comment on Global Research Articles on our Facebook page](#)

## [Become a Member of Global Research](#)

Articles by: [Janine Jackson](#)

**Disclaimer:** The contents of this article are of sole responsibility of the author(s). The Centre for Research on Globalization will not be responsible for any inaccurate or incorrect statement in this article. The Centre of Research on Globalization grants permission to cross-post Global Research articles on community internet sites as long the source and copyright are acknowledged together with a hyperlink to the original Global Research article. For publication of Global Research articles in print or other forms including commercial internet sites, contact: [publications@globalresearch.ca](mailto:publications@globalresearch.ca)

[www.globalresearch.ca](http://www.globalresearch.ca) contains copyrighted material the use of which has not always been specifically authorized by the copyright owner. We are making such material available to our readers under the provisions of "fair use" in an effort to advance a better understanding of political, economic and social issues. The material on this site is distributed without profit to those who have expressed a prior interest in receiving it for research and educational purposes. If you wish to use copyrighted material for purposes other than "fair use" you must request permission from the copyright owner.

For media inquiries: [publications@globalresearch.ca](mailto:publications@globalresearch.ca)