

# Work, Parenting and Inequality



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Workplace Laws and Policies  
from 1898 to 2018

**Candace Saari Kovacic-Fleischer**

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AMERICAN UNIVERSITY WASHINGTON COLLEGE OF LAW



CAROLINA ACADEMIC PRESS

Durham, North Carolina

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ISBN 978-1-61163-820-2  
eISBN 978-1-5310-0400-2  
LCCN 2018961061

Carolina Academic Press  
700 Kent Street  
Durham, North Carolina 27701  
Telephone (919) 489-7486  
Fax (919) 493-5668  
[www.cap-press.com](http://www.cap-press.com)

Printed in the United States of America

In memory of  
Martha Saari Kovacic



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# Preface

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This book grew out of a seminar I taught. Over the years, I saw a generational shift. Men began to take the seminar and express interest in spending time with the children they had or planned to have. One student said he mentioned the seminar to a lawyer father of a friend of his. The father said, “Aren’t you going to be committed to the law?” My student was surprised and distressed. Unfortunately, it is not uncommon for people to think professionals cannot be committed to their professions and their children at the same time.

Laws in the United States for the most part conform to the attitude of the father who believed family life interfered with work life. Much has been written about “work/life balance.” This book does not advise how to balance the two. It reviews laws that make it difficult to achieve the balance and raises the question whether the workplace can value children.

I want to thank my students for their concerns, questions, and interest in changing the workplace. I also thank my research assistants over the years; in particular, Theresa Lau, Class of 2017, Victoria Latus, Class of 2018, and Victoria Tuhovak, Class of 2019; Deans Claudio Grossman and Camille Nelson, who generously provided them with support; Professors Jeffrey Lubbers; Andrew Pike and Diane Orentlicher for advice on administrative, tax and international law; and Krista Brently, Washington College of Law, and T.J. Smithers, Carolina Academic Press, for putting this book together.

Many thanks also to Walter Fleischer for his important suggestions and Ilona Fleischer for hers. *Kiitos paljon* to Tiina Ollikainen for help with Finnish policies.

For ease of reading, the book does not always use ellipses to indicate omissions of references.



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