

Incenting Flexibility:

The Relationship Between Legal
Rules and Voluntary Action in
Redressing Work/Family Conflict

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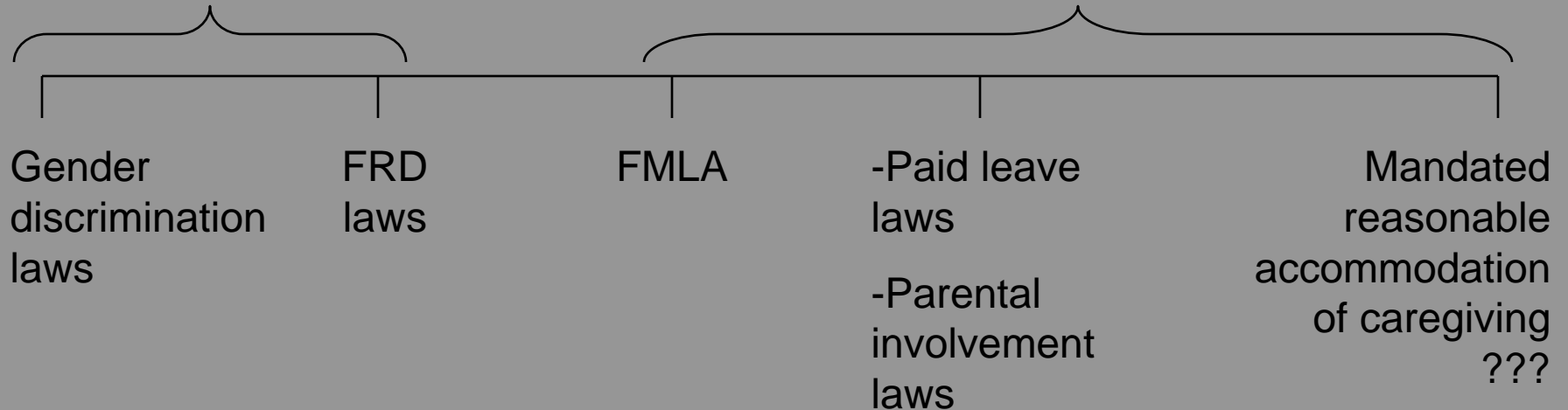
Incenting Flexibility

- Understanding 4/40 in the context of existing caregivers laws
- The anatomy of voluntary accommodation decisions
- The procedural model at home and abroad
- Importing and implementing the procedural model

Legal Interventions on Behalf of Caregivers

Anti-discriminatory laws

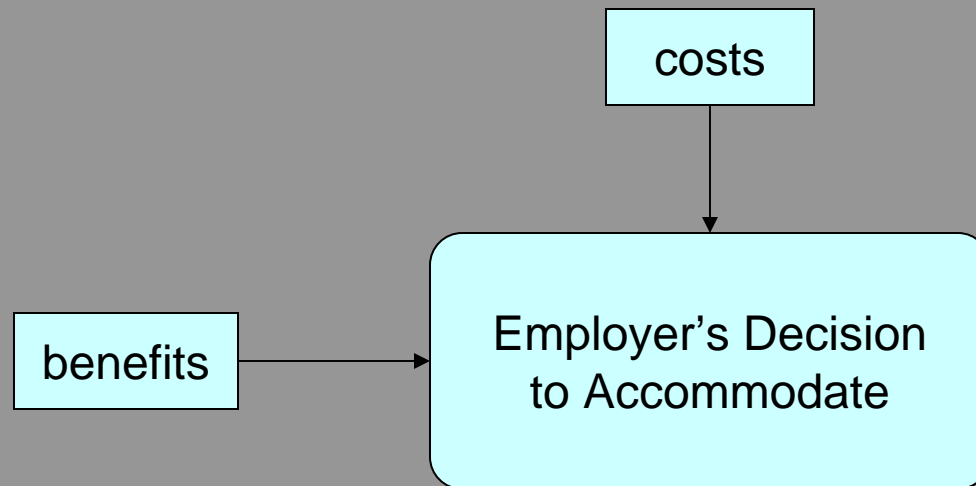
Mandated benefits laws



Tailored



Factors in Employer's Decision to Accommodate



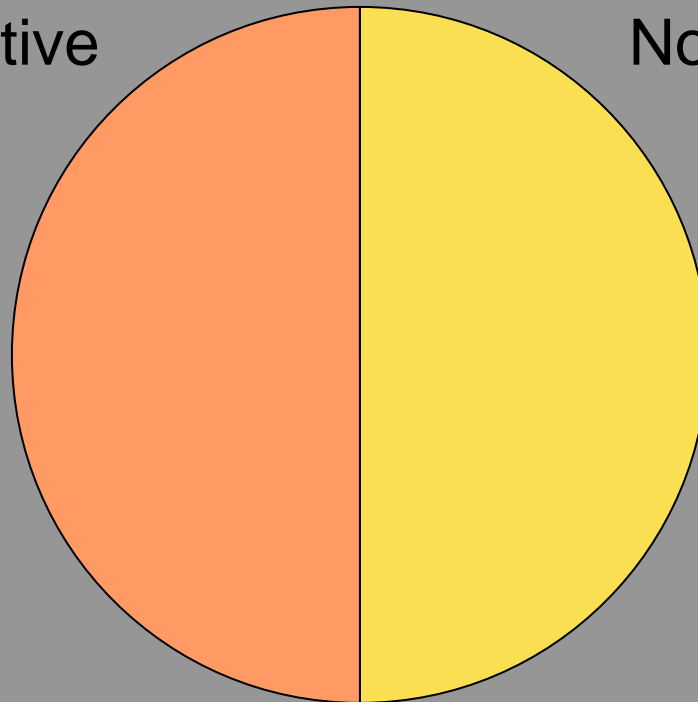
cost > benefit → not provided

cost < benefit → provided

Possible Accommodations

Cost effective

Not cost effective

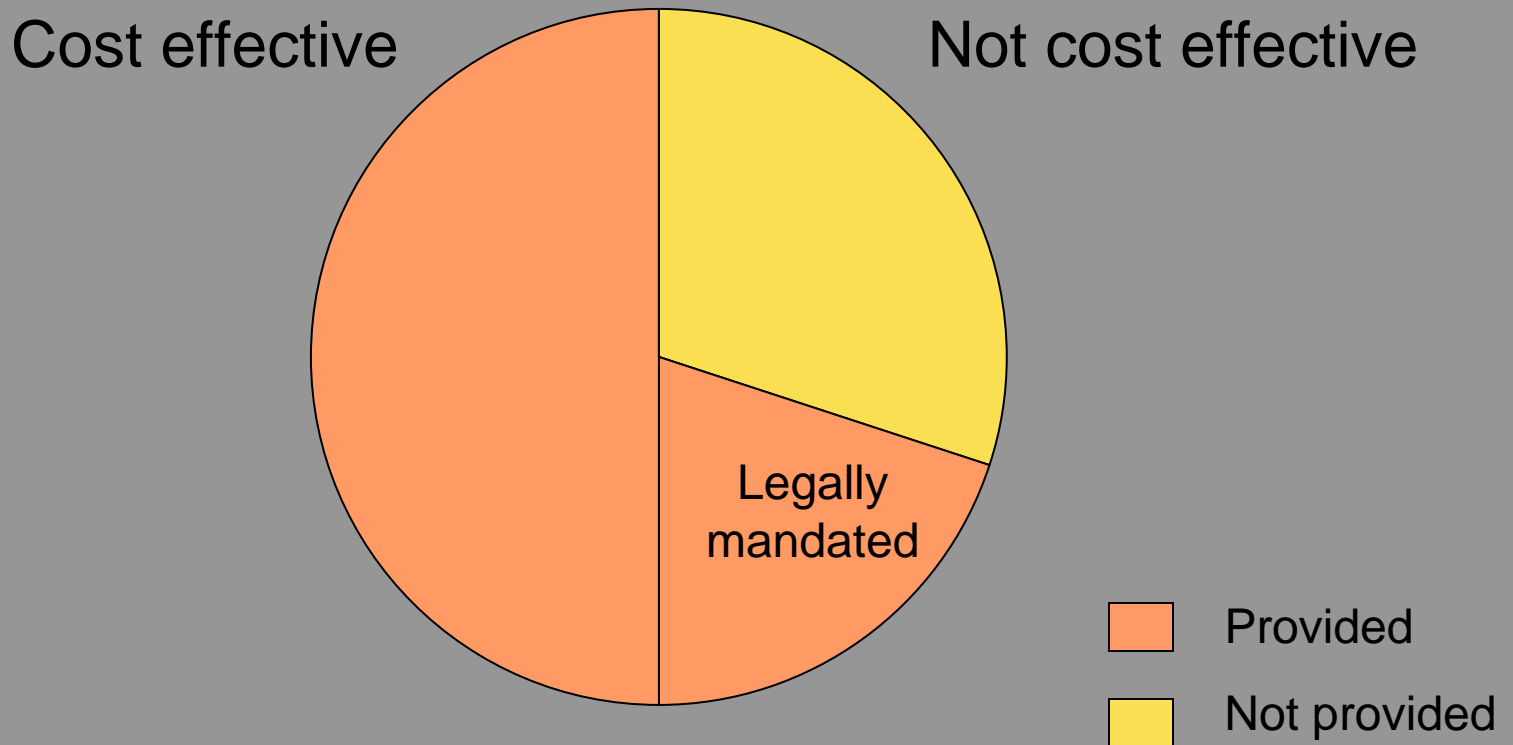


Provided

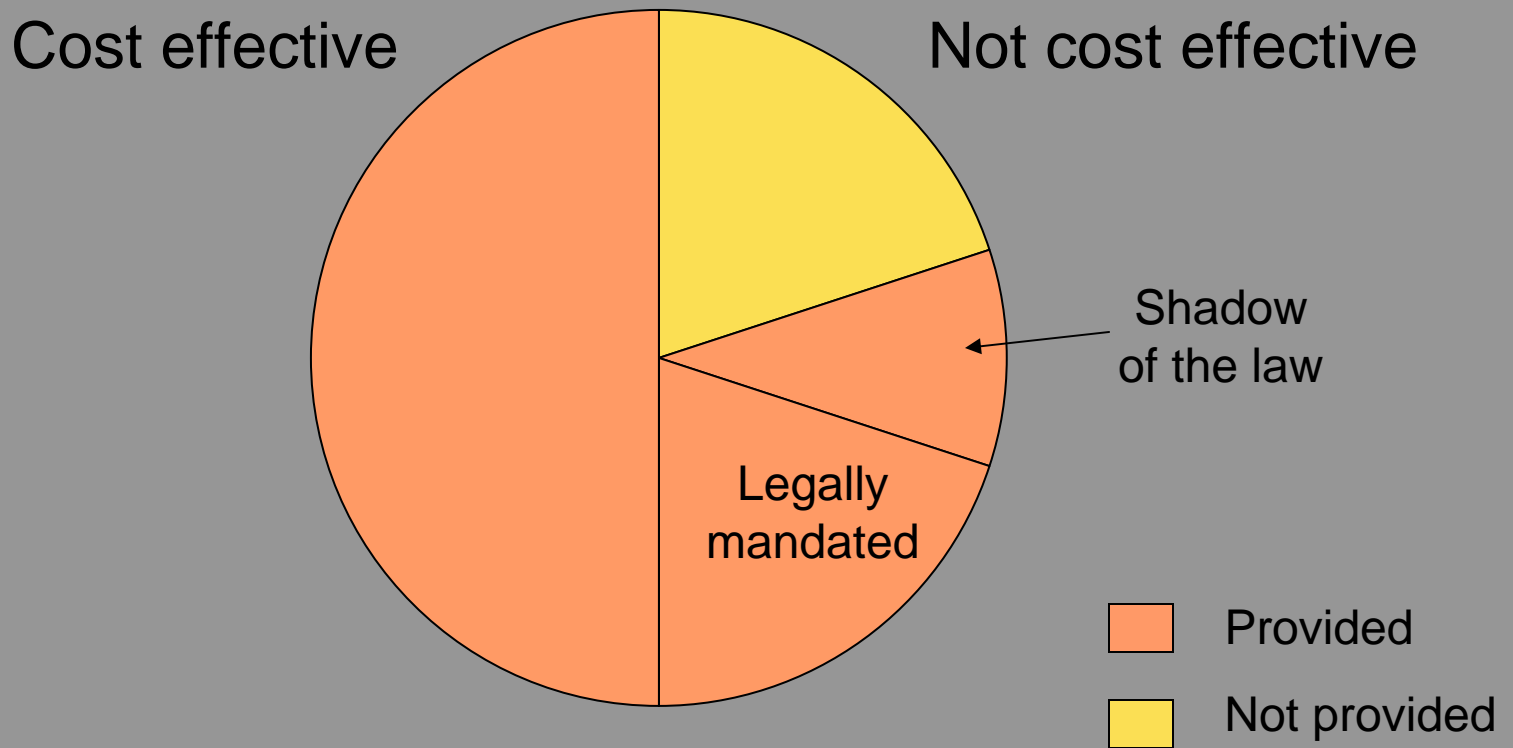


Not provided

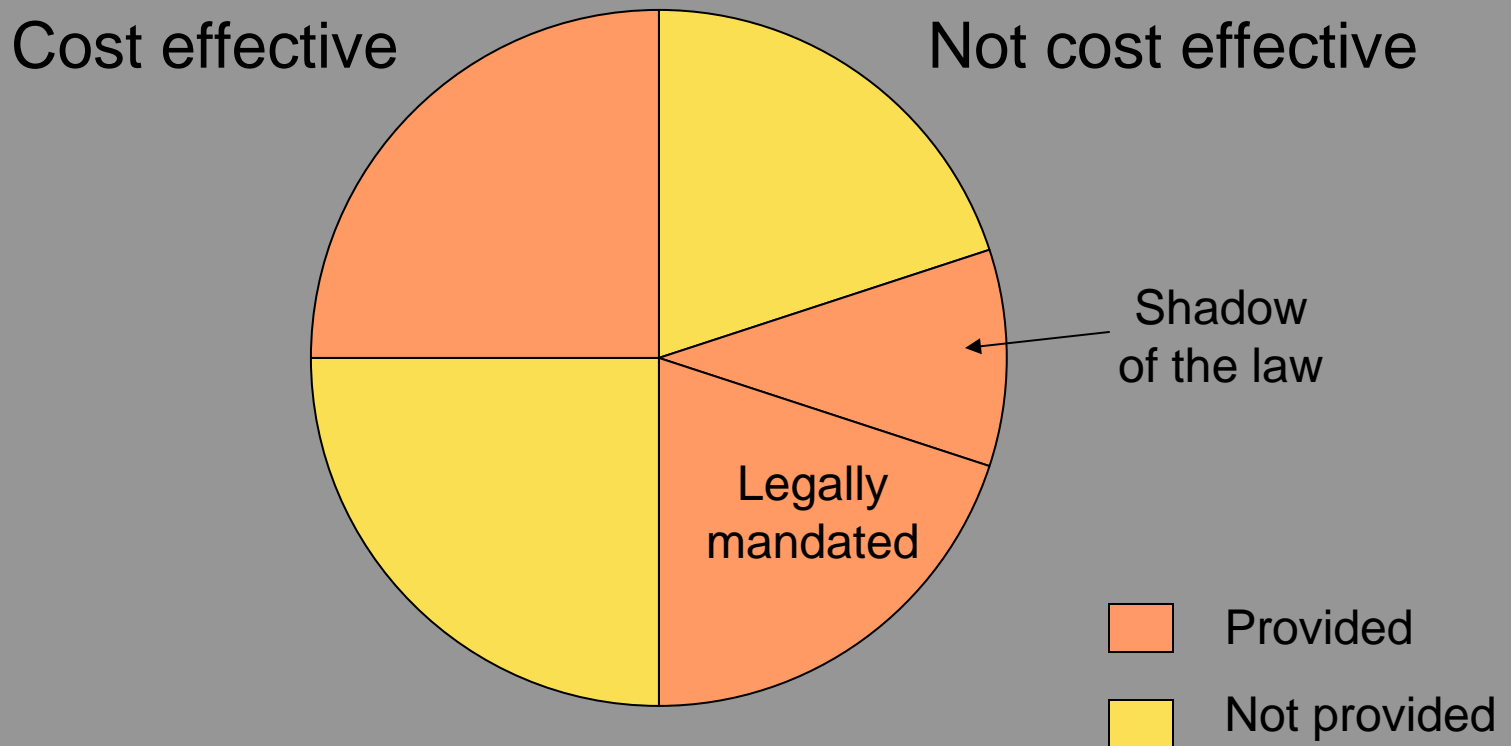
Possible Accommodations



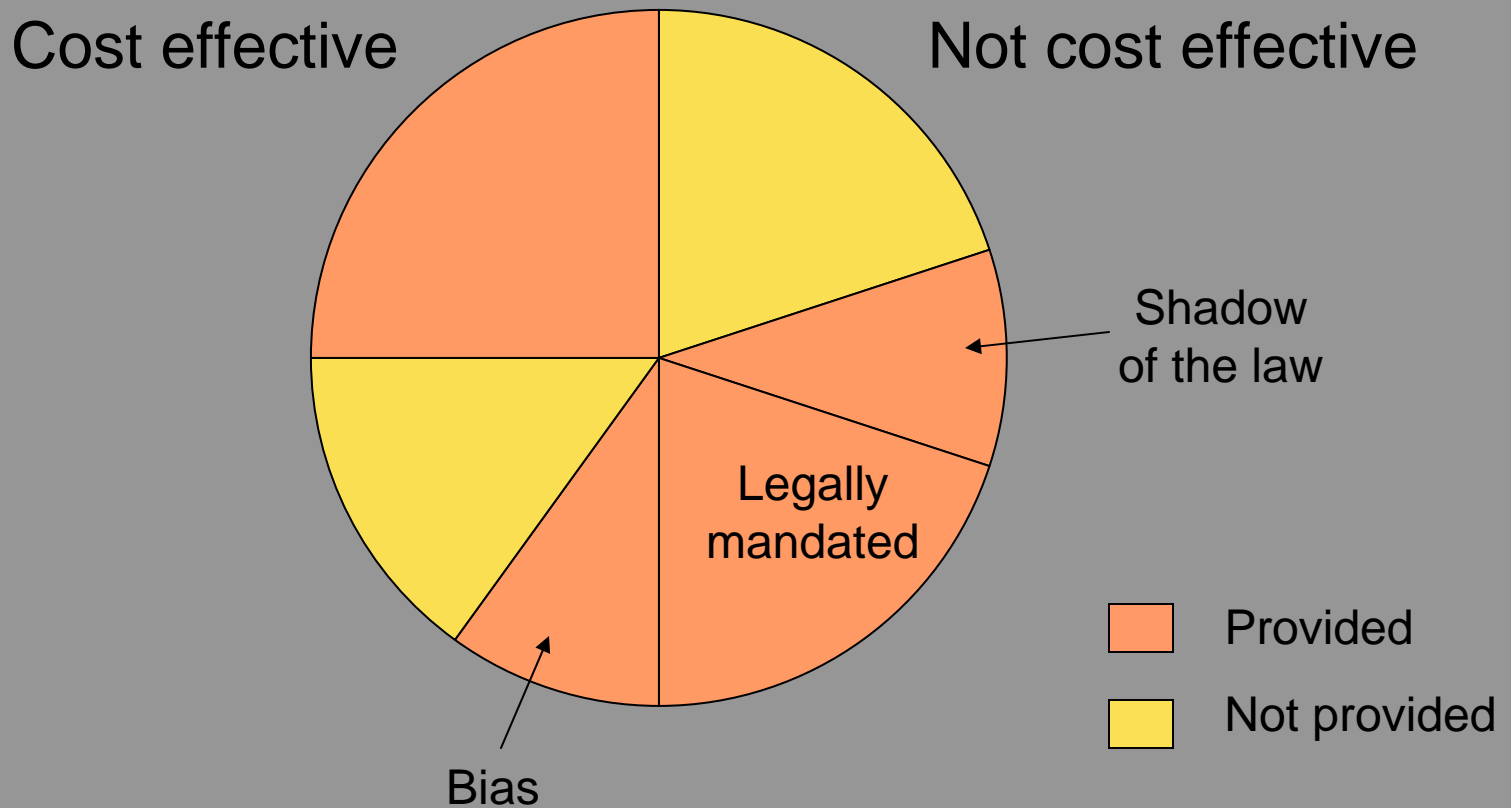
Possible Accommodations



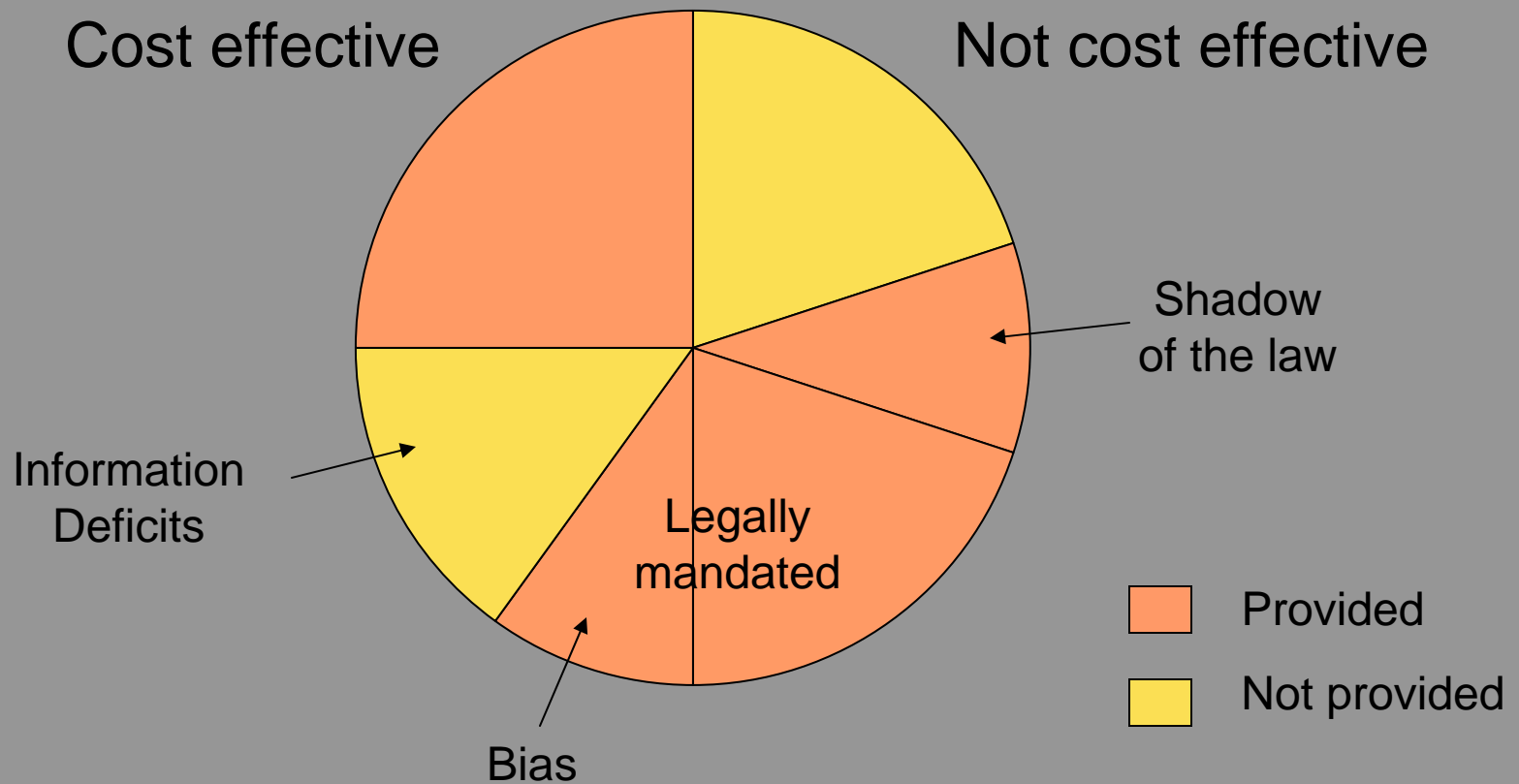
Possible Accommodations



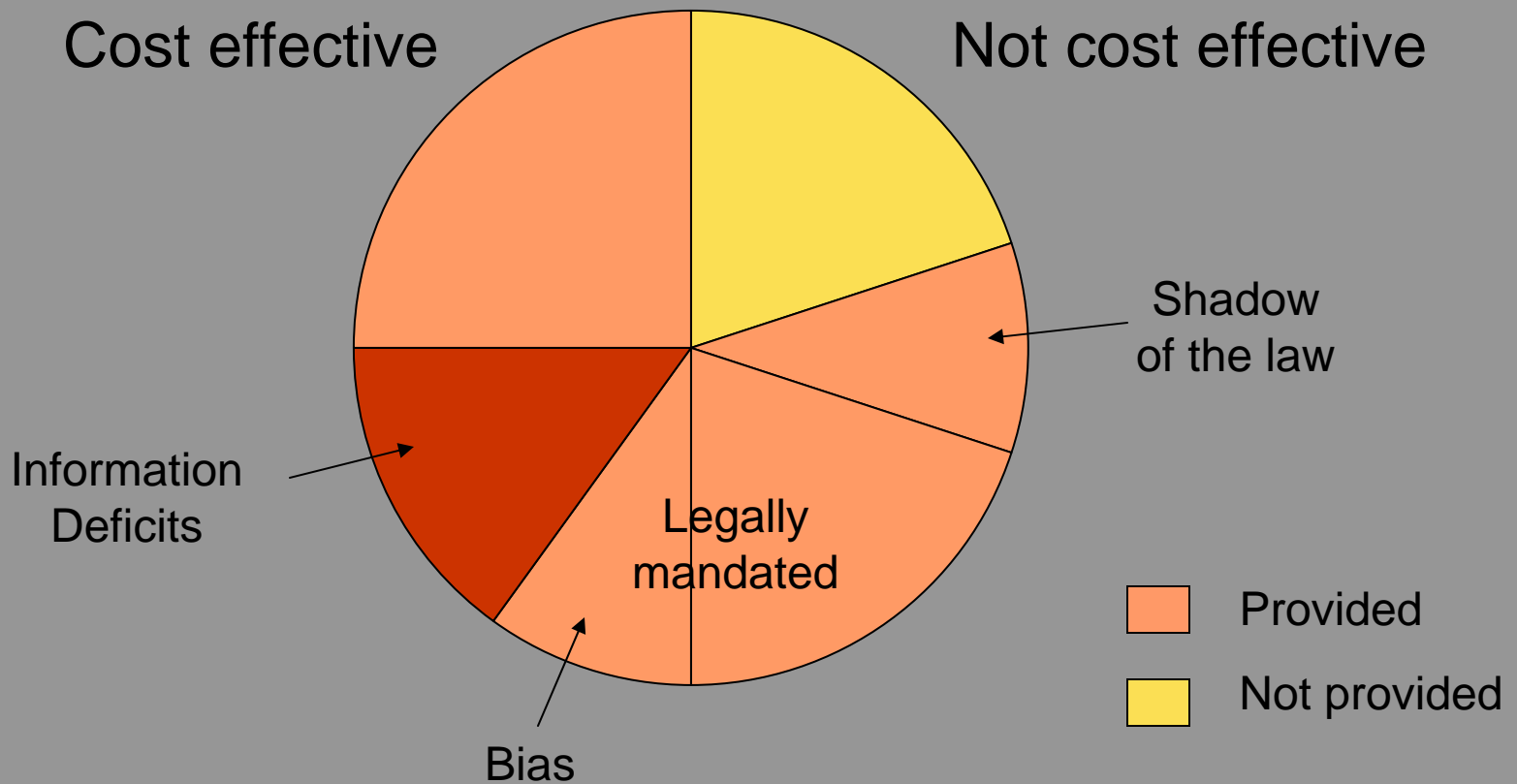
Possible Accommodations



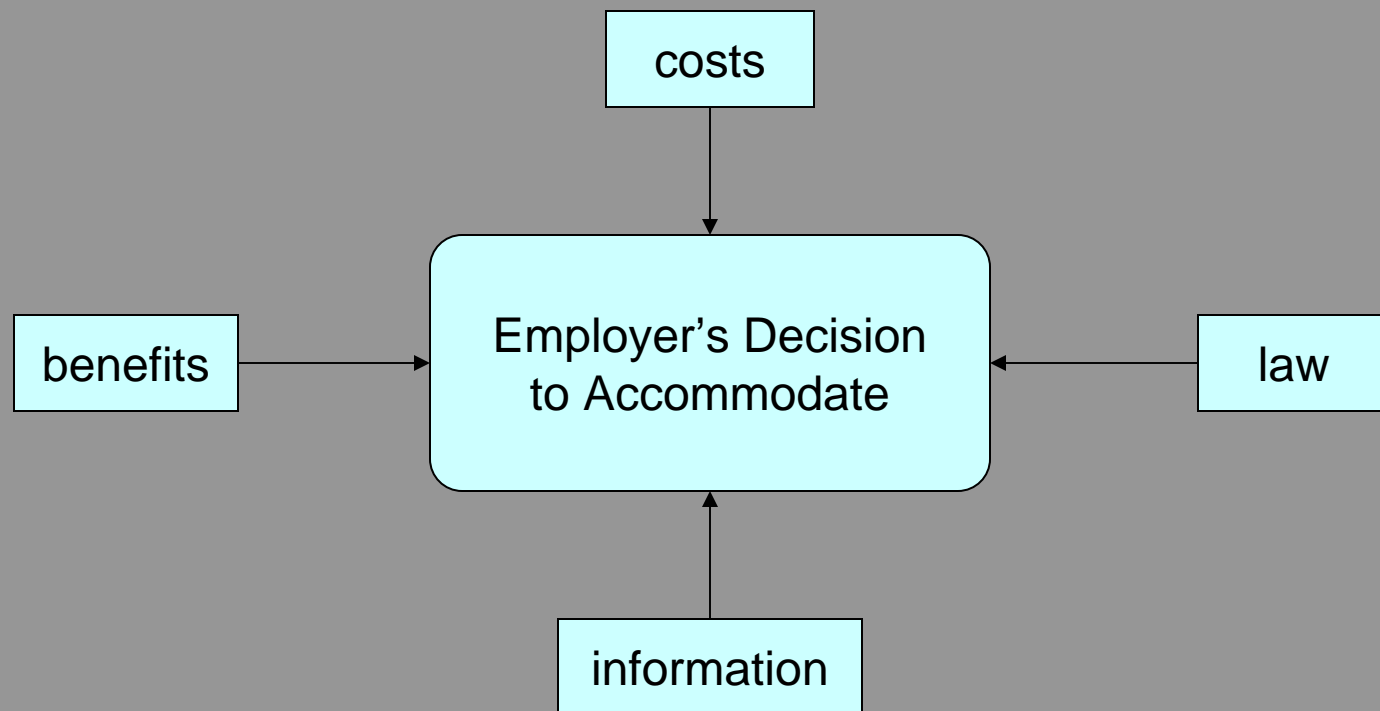
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