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## **Women Back To Work**

***A helpful guide for women who are getting back thinking about getting back into the workforce***

Melissa Behrend with EJ Frank

Women Back To Work  
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## **About the Author**

Melissa lives in Brisbane, Australia with her husband and three children. Melissa provides advice and guidance to women who are returning to work after periods of time; i.e. after parental leave or after the children are at school. Women Back to Work. Melissa is a Human Resources Professional who has a Bachelor of Business and Masters of Business Administration.

Women back to work was founded after Melissa herself went through the various steps in deciding how and when to go back to work, and found that many women also had similar issues and challenges when making this decision.

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## Chapter 1: Introduction

Women are choosing to go to work. They want to work.

***Women want Women Back to Work. to return to work.***

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Perhaps they recently had a baby, have been home for a few years with children, or their children have moved on to college or university and may be starting a family of their own. Whatever the reason, women want to enter or re-enter the workforce after having taken a period of time out for family reasons.

### ***So what does the work situation look like?***

It is virtually a roller coaster all around the world right now. However, people are still finding or creating work regardless of Women Back to Work. the economic situation.

The basic statistics of countries show that the labor force appears to be broken down similarly with the percentages of men and women. For instance, in the United States and Australia, 73% of men and 59% of women are working. In Canada, men make up 73% but women are at 63%. In the United Kingdom, 71% of men and 57% of women are in the labor force. So it's not a surprise to find women who have left Women Back to Work. jobs to give birth or for other family reasons want to return to Women Back to Work. the workforce.

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One of the greatest factors that plays a role in how soon women return to the work has to do with whether the employer or country provides leave, and even more specifically, maternity leave. This aspect contributes to whether a woman will go to work shortly after giving birth and Women Back to Work. whether she will be able to return o her job or have to look for a new one. Of course, there are other factors involved as well.

This chart Women Back to Work. offers an idea of the unemployment rates for men and women over the last four years in various countries. While these numbers show some similarity in some countries, the differences are much greater today than they were two years ago.

## **For women going back to work after childbirth**

As we just mentioned, an important factor contributing to how soon women return to work has to do with whether they have leave and if it is paid or not. Yet there are other considerations

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such as, the physical, emotional and psychological Women Back to Work. state of the woman, economic need, and other factors which will be discussed in Chapters 2 and 3.

An example of a physical issue that a woman would deal with is related to whether she gave birth by C-section or not, because if she did there is often a longer recovery period involved. In addition, it's important to understand that every woman will take different periods of times to bounce back, Women Back to Work. recover or return to the same emotional or physical level.

Another factor, which is more psychological in nature, is post-partum/ natal depression. Not only would this affect a woman's ability to leave the family, but also her ability to function outside the home. So you would need to work through this period before trying to assume the role of a working mother and having to juggle all that entails.

Another significant issue facing some women considering returning to work revolves around guilt, essentially the guilt of leaving the children during the day. There are concerns around whether she can handle the task of balancing work and home, especially Women Back to Work. if she is returning to work full-time versus part-time. And she worries if she can be as effective at work with this Women Back to Work. emotional distraction.

## **Women leaving work and returning to the workforce**

When a woman is considering leaving a job for maternity reasons, how long she is on leave for Women Back to Work. and when she returns could be directly influenced by a company or country's leave policy. Depending on her circumstances, these policies in relation to her financial and professional position could play a major role – primarily if it offers paid or unpaid leave which are due to eligibility requirements, and flexibility.

## **Country Options**

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