

**PREGNANCY AND FAMILY LEAVE:  
“HYBRID” POLICIES OF WORKPLACE WELFARE**

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Abstract

Based on ethnographic evidence, this paper argues that family leaves are resources distributed through workplaces. The gendering of this distribution is analyzed through the lens of feminist welfare state studies. The research investigates bases of claims to family leave, social and cultural positioning of recipients and gatekeepers, and the interpretation of needs embodied in policies and practices. It is argued that family leave policies insert family needs into workplaces as a basis for claims on employer resources. This claim to resources based on need fosters confrontation between need- and merit-based principles of distribution within workplaces and contributes to the cultural *medicalization* and *corporatization* of family needs.

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