

UNM Feminist Research Institute Presents



Looking Beyond the Bump: How Women Navigate the Workplace During and After Pregnancy

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12:00-1:00pm
SUB Cherry/
Silver



Many workplace experiences unique to women remain poorly understood. The extant literature on pregnant women and new moms neglects any mention of the social connections that

women have at the workplace and how those relationships can be leveraged to make the return to work easier. This study examines how social networks of pregnant women and new mothers can help women and organizations understand why some women return to work and are able to return to their baseline levels of productivity quicker than others. Results show that when pregnant employees and new mothers have more connections in their social network, they can capitalize on these close relationships to gain resources such as social support. By studying the characteristics of women's social networks in the workplace, women can learn how to develop, enhance, and rely on network connections so there are less obstacles when (a) navigating the workplace while pregnant and (b) returning to work after having a baby.