

2<sup>nd</sup> World Congress on

# Midwifery and Neonatal Nursing

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## Valerie Lynn

Author of *The Mommy Plan*, USA

### **The changes in paid maternity leave policies in the public and private sectors in the United States: Expectations, reality and impact. Why it may not be enough?**

Over the past two years there has been a significant focus on maternity leave policies in the United States trail-blazed by billionaire Mark Zuckerberg, Co-Founder of Facebook whose company was one of the first companies to offer extended paid maternity and paternity leave, which now stands at up to four months. This is due to Zuckerberg's wife, Pricilla Chan, being of Chinese descent that chose to enjoy a more traditional recovery period after giving birth spending time at home. Several companies in the private sectors, states, federal and as well as militaries have followed suit offering for 6 to 52 weeks of paid parental leave. This is also a strategic move in direct relation to stiff competition in the marketplace to attract and keep top talents. The question is, "Is paid maternity leave enough to ensure a productive, contributing employee returns?" In my opinion, it is not. This is only the first step. By providing employees the time and financial support required to welcome, take care of and incorporate a new member into a family is fundamental. However, this investment by the public and private sectors comes with high expectations. Will the ROI, return on investment, in paid maternity leave be met? If isn't, will there be a roll back in maternity leave benefits over the next 5-10 years?

#### **Biography**

Valerie Lynn is a Traditional Feminine Healthcare Expert specializing in Postnatal Recovery. She is one of the leading new motherhood recovery experts in the United State. She is known as The Mommy Planner, has been a major force in introducing and modernizing traditional after birth recovery practices, more specifically the Malay traditions, and treatments to women globally. She has held positions such as Executive Director of the American Malaysian Chamber of Commerce and Principal of VLM Consultancy where she was provided strategic consultancy services for foreign companies entering the Malaysian and APEC markets. She has a Masters' degree in Economic Development of Southeast Asia from the University of London, School of Oriental and African Studies (SOAS), UK.

[valerie@themommyplan.com](mailto:valerie@themommyplan.com)

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