



CSLS SPEAKER SERIES

Monday, November 7, 2016

ELIZABETH HOFFMANN

Associate Professor of Sociology, Purdue University

“Organizational Response to New Law: How Institutions Interpret and Apply the New ‘Lactation at Work’ Law”

Extant research has shown that human resource personnel and managers often reframe the laws' rights into concepts that fit better within pre-existing managerial goals, such as efficiency and turnover. Sometimes this “managerialization of the law” (Edelman 2016) results in symbolic structures that do little to address the rights asserted by the new law; other times, real change happens. This research project examines a law that gives lactating women workers the right to express breast milk at work, and explores how managerial interpretations and applications of this law evolved over time. This article draws on data from two waves of interviews with human resource personnel and supervising managers, as well as interviews with lactating workers. Using interviews from 12 industries, this article both extends and modifies managerialization theory. In the first interview, both human resource personnel and managers engaged in managerialization. However, at the second interview several years later, the managers had begun re-framing the law not into managerial goals but into health-related concerns, “de-managerializing” the law, as result of discussions with the lactating employees whom they managed. The human resource specialists who did not directly supervise employees did not experience this shift to health-goals and maintained their managerialization of the law. Thus, this paper confirms the role of human resource specialists in reinterpreting the law in the organizational context, while its findings regarding the de-managerialization by supervisory managers builds significantly on research regarding how law is transformed by institutions and how allies can affect this transformation.

Professor Hoffmann's paper is available online and in hard copy at the Center.

PLACE Selznick Seminar Room, 2240 Piedmont Ave.
TIME **12:45 – 2:00pm**. Coffee and water provided. Bag lunches welcome.
INFO <https://www.law.berkeley.edu/centers/center-for-the-study-of-law-society/>
EMAIL csls@law.berkeley.edu

Jonathan Simon, FACULTY DIRECTOR | **Rosann Greenspan**, EXECUTIVE DIRECTOR