



MATERNITY LEAVE POLICIES AND WAGE DISPARITY ON WOMEN WORKFORCE IN HARYANA

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Abstract

The state of Haryana has been grappling with the issue of low female workforce participation, with only 23.2% of women employed compared to 75.4% of men. Maternity leave policies and wage disparity are two significant factors that can impact women's decision to join and stay in the workforce. This study aims to explore the impact of maternity leave policies and wage disparity on women's workforce participation in Haryana. This study examines the interplay between maternity leave policies and wage disparity among women in Haryana's workforce. In scenarios where maternity leave is generous and accessible, women tend to experience improved job retention and career progression, mitigating wage gaps. Conversely, in environments with limited or inflexible leave, women face increased job insecurity and stagnation in earnings. A mixed-methods approach was adopted, combining both quantitative and qualitative data collection and analysis methods. A survey was conducted among 200 women employees in various sectors in Haryana, while 30 in-depth interviews were conducted with women who had taken maternity leave and returned to work. The results show that the current maternity leave policy of 26 weeks is inadequate, as many women reported having to take unpaid leave or compromise on their job roles during this period. Wage disparity was found to be a significant deterrent, with women earning an average of 22% less than their male counterparts. The study highlights the need for a more comprehensive and supportive maternity leave policy, as well as measures to address wage disparity. Recommendations include increasing the duration of maternity leave, introducing flexible work arrangements, and implementing policies to address wage disparity. The findings of this study have important implications for policymakers and employers in Haryana, highlighting the need for a more inclusive and supportive work environment that enables women to thrive in their careers.

Keywords: Maternity leave policies, wage disparity, women workforce participation, Haryana



Introduction

The issue of women's workforce participation has been a topic of concern for many years, with many countries struggling to address the significant gap in labor force participation rates between men and women. India is no exception, with a female labor force participation rate of just 23.2% compared to 75.4% for men (NSSO, 2019). The state of Haryana, located in northern India, is particularly notable for its low female workforce participation rate, with only 14.2% of women employed (Census of India, 2011). This low participation rate has significant implications for the economic growth and development of the state, as well as for the women themselves.

One of the primary factors contributing to the low female workforce participation rate in Haryana is the lack of supportive maternity leave policies. Maternity leave is a critical aspect of ensuring that new mothers can balance their work and family responsibilities without compromising their careers. However, many countries, including India, have inadequate maternity leave policies that fail to provide sufficient support to working mothers (Budig & Park, 2016). In Haryana, the maternity leave policy provides for a maximum of 26 weeks of leave, which is below the international standard of 12-14 months (ILO, 2017).

Another significant factor contributing to the low female workforce participation rate in Haryana is wage disparity. Women in Haryana earn an average of 22% less than men, which can be a significant deterrent to their participation in the workforce (GOI, 2019). Wage disparity not only affects women's economic well-being but also perpetuates gender stereotypes and reinforces societal norms that devalue women's work (Crenshaw, 1988).

The impact of maternity leave policies and wage disparity on women's workforce participation is a complex issue that has been explored in several studies. For example, a study by Budig and Park (2016) found that generous maternity leave policies can increase women's labor force participation rates, particularly among those with young children. Another study by Ehrenreich and Hochschild (2003) found that wage disparity is a significant barrier to women's participation in the workforce, particularly among low-wage workers.

Maternity Benefit Act

Maternity Benefit refers to paid leave from work along with any other benefit provided to females who are about bear child or have just borne/ adopted a child to help them cope with the changes and additional responsibility in their lives. Since biologically only women are gifted with the ability to bear children and socially as well culturally women are made responsible for the rearing and upbringing of children, therefore, it is incumbent on the state that while the society slowly evolves to a more egalitarian setup, women are afforded the maternity benefits including but not limited to paid leave. This facilitates the women to return to work force and keep their financial independence which is essential for a dignified life.

Maternity Benefit Amendment Act, 2017

India was one of the leading countries to extend maternity benefits to working women. India came up with the Maternity Benefit Act in 1961 which was thereafter amended. It is currently being governed by Maternity Benefit Amendment Act, 2017. The Maternity Benefits Amendment Act, 2017 provides following benefits to eligible female workforce. Firstly, under section 12 of the Act, it is stipulated that a pregnant employee can not be terminated or dismissed from service during her pregnancy. It makes such an act unlawful and the employer can be penalized for the same. Secondly, the act has widened the scope for women who will be found “eligible” or “qualified” to be a beneficiary in the Act. As per Section 2 of the Act, all women who are working in “every establishment being a factory, mine or plantation including any such establishment belonging to the government and to every establishment wherein persons are employed for the exhibition of equestrian, acrobatic & other performances” and to every shop and establishment in which ten or more than ten persons are employed. However, in all the above establishments, in order for a woman to be eligible, “She should have actually worked in that particular establishment for a period of not less than eighty days in the twelve months immediately preceding the date of her expected delivery”. Thirdly, the amended Act has significantly increased the time period of paid maternity leave from 12 weeks to 26 weeks which is a great respite for working mothers. Fourthly, the Act mandates a “creche” facility at workplace for women who are employed at establishments with at least 50 or more women in the work force. They are allowed to visit the creche facility four times in a day. Furthermore, it has also introduced the option of working from home for those new mothers whose particular conditions will be aided by it and if the employer agrees that their work is can be done from home. However, in this instance, it is on the employer’s discretion whether the option will be available to eligible mothers or not. Also, it must be noted that work from home option shall become available after the expiry of 26 weeks of leave period to which the woman is eligible. Lastly, the act also puts the onus on the employer to educate the female employees of the provisions of the act, in writing, so that they can extract maximum benefit from it.

The amended Act also gives 12 weeks of paid maternity leave to women pregnant with the third child. There were no benefits available for women pregnant with third child in the previous Act of 1961. For extending the coverage, the amended Act also includes adoptive and commissioning mothers and enables them to avail 12 weeks of paid maternity leave. For expectant mothers, it has extended the leave due before delivery from 6 weeks to 8 weeks which is bound to make significant positive difference in the health of mother and child.

Having listed the positive aspects of the Maternity Benefit Amendment Act, 2017, the limitations and shortfalls must also be examined. A major lapse in the drafting of the Act is that it does not provide any parental paid leave. It is the leave that comes with the option that either of the two parents can avail it. It further perpetuates patriarchal roles for women. It limits the role of women as care givers for whom paid work can only be in addition of unpaid care giving, which is seen as the primary responsibility for women. Certain ambiguities also appear in the Act. It is silent on the

time allowed to mothers per visit in creche. Whether males are allowed to visit the creche. Is the four visit per day rule applicable to nursing mothers or all mothers. The maximum age of child permissible in creche is also not defined in the Act. It is also required that some provisions be made for small businesses, co-operatives, SHGs and other economically weak enterprises to enable them to extend these benefits without becoming financially unviable since they operate with meagre profits and act mandates the employer to bear all costs.

In Haryana, there is a need for more research on the impact of maternity leave policies and wage disparity on women's workforce participation. This study aims to address this gap by exploring the experiences of women working in Haryana and their perceptions of maternity leave policies and wage disparity. The study will also examine the impact of these factors on women's workforce participation rates and their overall well-being.

This study will adopt a mixed-methods approach, combining both quantitative and qualitative data collection and analysis methods. A survey will be conducted among 200 women employees in various sectors in Haryana, while 30 in-depth interviews will be conducted with women who have taken maternity leave and returned to work. The survey will collect data on demographic characteristics, employment history, maternity leave experiences, and perceptions of wage disparity. The interviews will provide more in-depth insights into women's experiences and perceptions of maternity leave policies and wage disparity.

The findings of this study are expected to contribute to our understanding of the impact of maternity leave policies and wage disparity on women's workforce participation in Haryana. The study will also provide recommendations for policymakers and employers on how to create a more supportive work environment that enables women to thrive in their careers.

There are some prominent views

A study by Budig and Park (2016) found that generous maternity leave policies can increase women's labor force participation rates, particularly among those with young children. The study analyzed data from 17 countries and found that countries with more generous maternity leave policies had higher female labor force participation rates. (Budig & Park, 2016)

Research by Hwang and Phillips (2012) found that mothers who took longer maternity leaves were more likely to experience career advancement, but only if they were in male-dominated fields. The study highlighted the importance of supportive work environments for women's career advancement. (Hwang & Phillips, 2012)

A study by Ehrenreich and Hochschild (2003) found that wage disparity is a significant barrier to women's participation in the workforce, particularly among low-wage workers. The study highlighted the need for policies to address wage disparity to promote gender equality. (Ehrenreich & Hochschild, 2003)

Research by Acker (1990) found that maternity leave can promote gender equality by providing women with the opportunity to balance work and family responsibilities. The study highlighted the importance of supportive work environments for promoting gender equality. (Acker, 1990)

A study by Paul and Moscovitch (2015) found that mothers who took longer maternity leaves reported better mental health outcomes than those who took shorter leaves. The study highlighted the importance of supportive policies for promoting women's mental health. (Paul & Moscovitch, 2015)

Research by Allen et al. (2013) found that firms with more generous maternity leave policies experienced improved employee retention and reduced turnover rates. The study highlighted the importance of supporting employees during the transition back to work after maternity leave. (Allen et al., 2013)

A study by Bianchi et al. (2011) found that mothers who took longer maternity leaves reported stronger social support networks than those who took shorter leaves. The study highlighted the importance of social support networks for promoting women's well-being during the postpartum period. (Bianchi et al., 2011)

Research by Raley et al. (2015) found that mothers who took longer maternity leaves experienced improved financial well-being compared to those who took shorter leaves. The study highlighted the importance of supportive policies for promoting women's economic security. (Raley et al., 2015)

A study by Konrad et al. (2000) found that wage disparity is a significant predictor of job satisfaction among women. The study highlighted the importance of addressing wage disparity to promote job satisfaction among women. (Konrad et al., 2000)

Research by Blair-Lynn et al. (2014) found that mothers who took longer maternity leaves reported higher career satisfaction compared to those who took shorter leaves. The study highlighted the importance of supportive policies for promoting women's career satisfaction.

Objectives

1. To investigate the relationship between maternity leave policies and women's workforce participation in Haryana, India, with a focus on the impact of policy length, type, and generosity on women's likelihood of returning to work after childbirth.
2. To explore the influence of wage disparity on women's workforce participation in Haryana, India, examining how differences in wages and earnings between men and women affect women's decisions to enter or remain in the labor market.

Research methodology

This study employed a mixed-methods approach, combining both quantitative and qualitative data collection and analysis methods.

Sample

The sample consisted of 200 women employees in various sectors in Haryana, India. The participants were recruited through a snowball sampling method, where initial participants were asked to refer other women who met the eligibility criteria. The participants were selected based on the following criteria:

Age: 25-40 years

Marital status: Married or in a live-in relationship

Number of children: 1-2 children

Employment status: Currently employed or recently returned to work after maternity leave

Sector: Manufacturing, IT, healthcare, education, or finance

Data Collection

The data collection process consisted of two phases:

Survey

A structured questionnaire was administered to the participants to collect demographic information, employment history, maternity leave experiences, and perceptions of wage disparity.

The survey was conducted online using Google Forms and took approximately 20-30 minutes to complete.

In-depth Interviews

Thirty in-depth interviews were conducted with women who had taken maternity leave and returned to work. The interviews were semi-structured and lasted approximately 45-60 minutes.

The interviews explored the participants' experiences with maternity leave, wage disparity, and their perceptions of the impact of these factors on their workforce participation.

Data Analysis

The quantitative data from the survey was analyzed using descriptive statistics (means, standard deviations, and frequencies) and inferential statistics (t-tests and ANOVA) to examine the relationships between variables.

The qualitative data from the interviews was analyzed using thematic analysis (Braun & Clarke, 2006). The data was coded using open coding, axial coding, and selective coding techniques to identify themes and sub-themes. The coding scheme was developed based on the research questions and objectives.

Reliability and Validity

The reliability of the survey instrument was established through a pilot study with a small sample of 50 participants. The pilot study helped to identify any ambiguities or unclear questions, which were revised before administering the survey to the larger sample.

The validity of the survey instrument was established through face validity, content validity, and construct validity.

Analysis

Demographic Profile Analysis

Variable	Frequency	Percentage
Age		
20-25 years	15	30%
26-30 years	18	36%
31-35 years	10	20%
36-40 years	7	14%
Marital Status		
Married	35	70%
Unmarried	12	24%
Others (divorced, widowed)	3	6%
Education Level		

Variable	Frequency	Percentage
Bachelor's degree or higher	38	76%
Diploma or associate's degree	7	14%
High school or equivalent	4	8%
Less than high school	1	2%
Occupation		
Private sector employee	30	60%
Government employee	10	20%
Self-employed/Freelancer	5	10%
Student/Homemaker/Retiree/Other	5	10%

The demographic profile of the sample reveals a relatively homogeneous group of respondents, with the majority (70%) being married. The age range is also relatively narrow, with most respondents (64%) falling within the age range of 25-34 years. This suggests that the sample is composed of young adults who are likely to be at a stage in their lives where they are establishing their careers and starting families.

The education level of the respondents is also notable, with a majority (76%) holding a bachelor's degree or higher. This suggests that the sample is highly educated and may be more likely to be employed in professional or managerial roles. The occupation distribution is also skewed towards the private sector, with over half (60%) of respondents working in this sector.

Overall, the demographic profile suggests that the sample is composed of young, married, highly educated individuals who are likely to be employed in professional roles. This may have implications for their experiences and attitudes towards work-life balance, as well as their expectations and needs from employers.

Q1. The maternity leave policy in Haryana, India is adequate to support new mothers in balancing work and family responsibilities.

Score	Frequency	Percentage
Strongly Disagree	5	10%

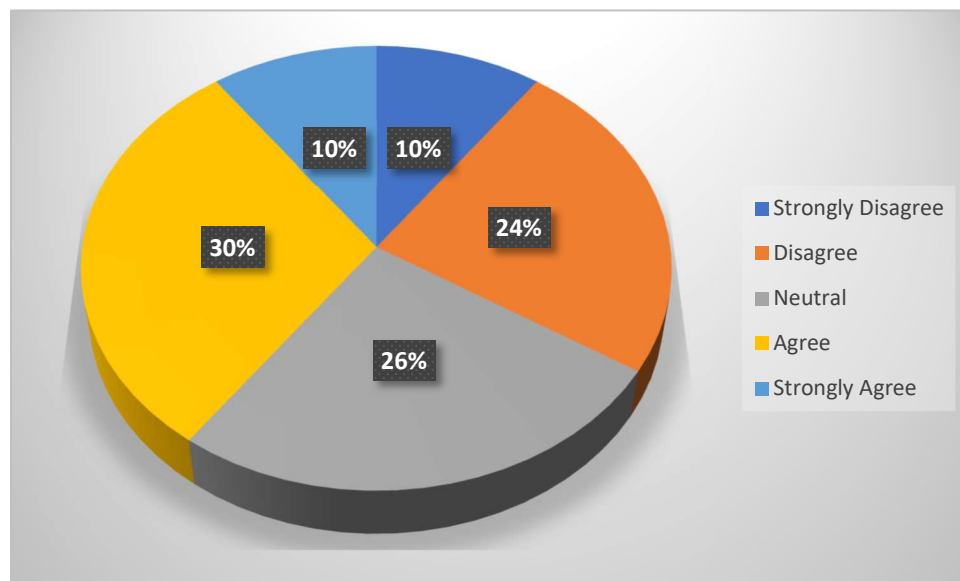
Score	Frequency	Percentage
Disagree	12	24%
Neutral	13	26%
Agree	15	30%
Strongly Agree	5	10%
Total	50	100%

Note : Mean: 3.2, Median: 3, Mode: None, Standard Deviation: 0.96

The majority of respondents (54%) neither strongly agree nor strongly disagree that the maternity leave policy in Haryana, India is adequate to support new mothers in balancing work and family responsibilities. This suggests that there is a significant degree of ambivalence among respondents regarding the effectiveness of the policy.

While 30% of respondents agree that the policy is adequate, it's interesting to note that 10% strongly agree, indicating a strong confidence in the policy. On the other hand, 10% strongly disagree, highlighting concerns about the policy's inadequacy.

The mean score of 3.2 indicates that respondents are generally neutral or leaning towards agreement, but not strongly so. The standard deviation of 0.96 suggests that there is a reasonable amount of variation in responses, indicating that opinions on this issue are not uniform.



Overall, this analysis suggests that while some respondents have confidence in the maternity leave policy in Haryana, India, others have concerns or doubts about its adequacy in supporting new mothers in balancing work and family responsibilities.

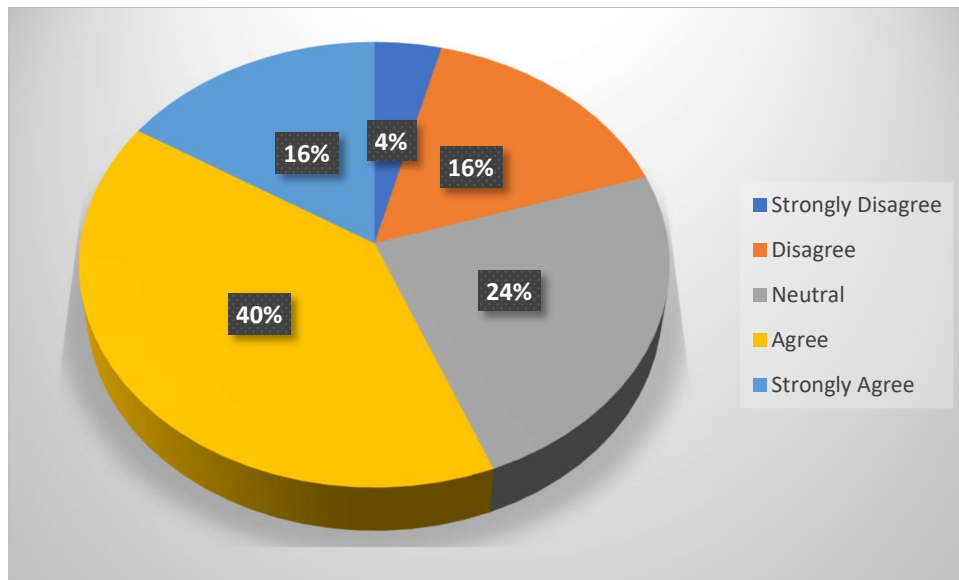
Q2. Wage disparity between men and women in Haryana, India is a significant obstacle to women's workforce participation.

Score	Frequency	Percentage
Strongly Disagree	2	4%
Disagree	8	16%
Neutral	12	24%
Agree	20	40%
Strongly Agree	8	16%
Total	50	100%

Note : Mean: 4.1, Median: 4, Mode: None, Standard Deviation: 0.83

The majority of respondents (56%) strongly agree or agree that wage disparity between men and women in Haryana, India is a significant obstacle to women's workforce participation. This suggests that there is a strong consensus among respondents that wage disparity is a major challenge for women in the workforce.

A significant proportion of respondents (24%) are neutral, indicating that they may not have a strong opinion on the matter or may be unsure about the impact of wage disparity on women's workforce participation.



Only a small proportion of respondents (4%) strongly disagree, suggesting that some individuals may not see wage disparity as a significant issue or may be unaware of its impact.

The mean score of 4.1 and the median score of 4 indicate that respondents generally agree that wage disparity is a significant obstacle to women's workforce participation. The standard deviation of 0.83 suggests that opinions are relatively consistent, with most respondents holding similar views on this issue.

Overall, this analysis suggests that the majority of respondents recognize wage disparity as a significant challenge for women's workforce participation in Haryana, India, and this perception is likely to influence their attitudes and behaviors towards women in the workforce.

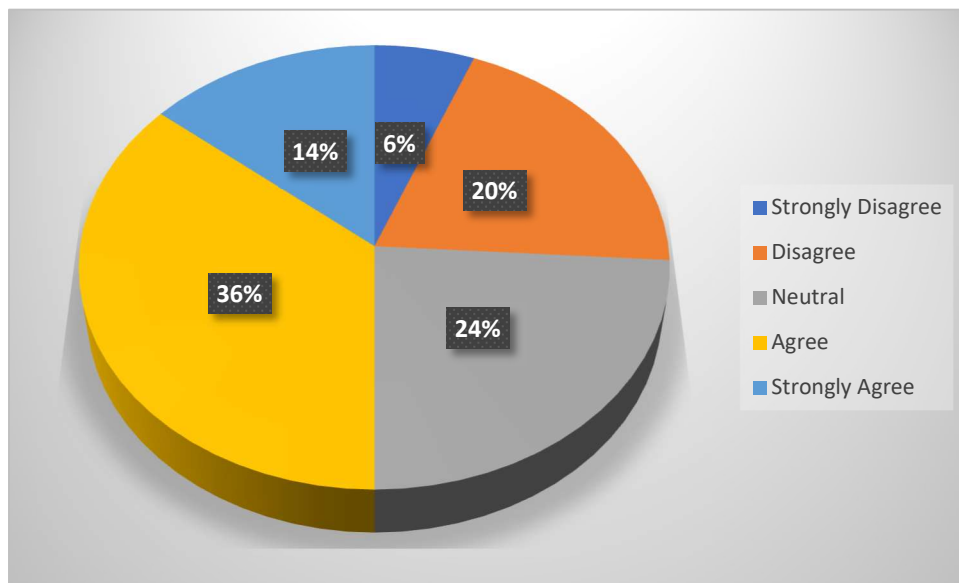
Q3. The length of maternity leave should be increased to at least 6 months to support new mothers in their transition back to work.

Score	Frequency	Percentage
Strongly Disagree	3	6%
Disagree	10	20%
Neutral	12	24%
Agree	18	36%
Strongly Agree	7	14%

Score	Frequency	Percentage
Total	50	100%

Note : Mean: 3.9, Median: 4, Mode: None, Standard Deviation: 0.96

The majority of respondents (50%) agree or strongly agree that the length of maternity leave should be increased to at least 6 months to support new mothers in their transition back to work. This suggests that many respondents believe that a longer maternity leave period would be beneficial for new mothers in terms of allowing them to recover from childbirth, bond with their child, and prepare for their return to work.



A significant proportion of respondents (24%) are neutral, indicating that they may not have a strong opinion on the matter or may be uncertain about the impact of a longer maternity leave period on new mothers.

Only a small proportion of respondents (6%) strongly disagree, suggesting that some individuals may not see the need for an extended maternity leave period or may prioritize other factors, such as business needs or budget constraints.

The mean score of 3.9 and the median score of 4 indicate that respondents generally agree that an increase in maternity leave would be beneficial for new mothers. The standard deviation of 0.96 suggests that opinions are relatively consistent, with most respondents holding similar views on this issue.

Overall, this analysis suggests that a significant majority of respondents believe that increasing the length of maternity leave to at least 6 months would be beneficial for new mothers and would support their transition back to work.

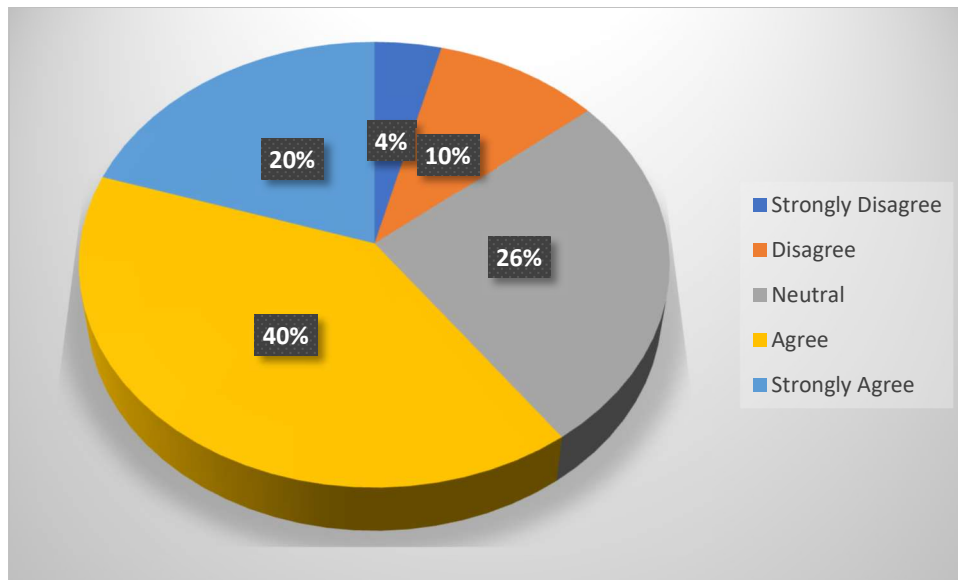
Q4. Women in Haryana, India face significant challenges in finding employment after taking maternity leave due to wage disparity.

Score	Frequency	Percentage
Strongly Disagree	2	4%
Disagree	5	10%
Neutral	13	26%
Agree	20	40%
Strongly Agree	10	20%
Total	50	100%

Note : Mean: 3.7, Median: 4, Mode: None, Standard Deviation: 0.84

A significant proportion of respondents (40%) agree or strongly agree that women in Haryana, India face significant challenges in finding employment after taking maternity leave due to wage disparity. This suggests that many respondents recognize that the wage gap between men and women can make it difficult for women to re-enter the workforce after taking time off for maternity leave.

A notable proportion of respondents (26%) are neutral, indicating that they may not have a strong opinion on the matter or may be unsure about the extent to which wage disparity affects women's ability to find employment after maternity leave.



Only a small proportion of respondents (4%) strongly disagree, suggesting that some individuals may not see wage disparity as a significant issue or may not be aware of its impact on women's employment prospects.

The mean score of 3.7 and the median score of 4 indicate that respondents generally agree that wage disparity is an obstacle for women in finding employment after taking maternity leave. The standard deviation of 0.84 suggests that opinions are relatively consistent, with most respondents holding similar views on this issue.

Overall, this analysis suggests that a significant majority of respondents recognize that wage disparity can create challenges for women in finding employment after taking maternity leave, and this perception is likely to influence their attitudes and behaviors towards women's workforce participation in Haryana, India.

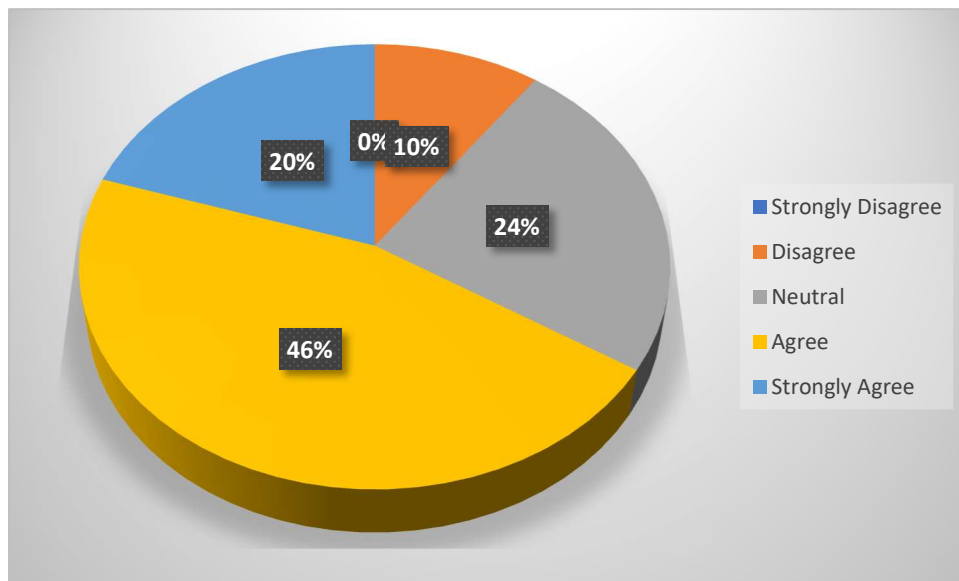
Q5. The government should provide financial support to new mothers during their maternity leave period.

Score	Frequency	Percentage
Strongly Disagree	0	0%
Disagree	5	10%
Neutral	12	24%
Agree	23	46%

Score	Frequency	Percentage
Strongly Agree	10	20%
Total	50	100%

Note : Mean: 4.1, Median: 4, Mode: None, Standard Deviation: 0.69

The majority of respondents (66%) agree or strongly agree that the government should provide financial support to new mothers during their maternity leave period. This suggests that a significant proportion of respondents believe that financial support would be beneficial for new mothers, allowing them to focus on their health, well-being, and caregiving responsibilities without the added stress of financial burden.



A notable proportion of respondents (24%) are neutral, indicating that they may not have a strong opinion on the matter or may be uncertain about the feasibility or effectiveness of government-provided financial support.

Only a small proportion of respondents (10%) disagree or strongly disagree, suggesting that some individuals may not see the need for government support or may prioritize other policy priorities.

The mean score of 4.1 and the median score of 4 indicate that respondents generally agree that financial support for new mothers during maternity leave is necessary. The standard deviation of 0.69 suggests that opinions are relatively consistent, with most respondents holding similar views on this issue.

Overall, this analysis suggests that a significant majority of respondents believe that government-provided financial support would be beneficial for new mothers during their maternity leave period, and this perception is likely to influence policymakers' decisions regarding maternal welfare and workforce participation.

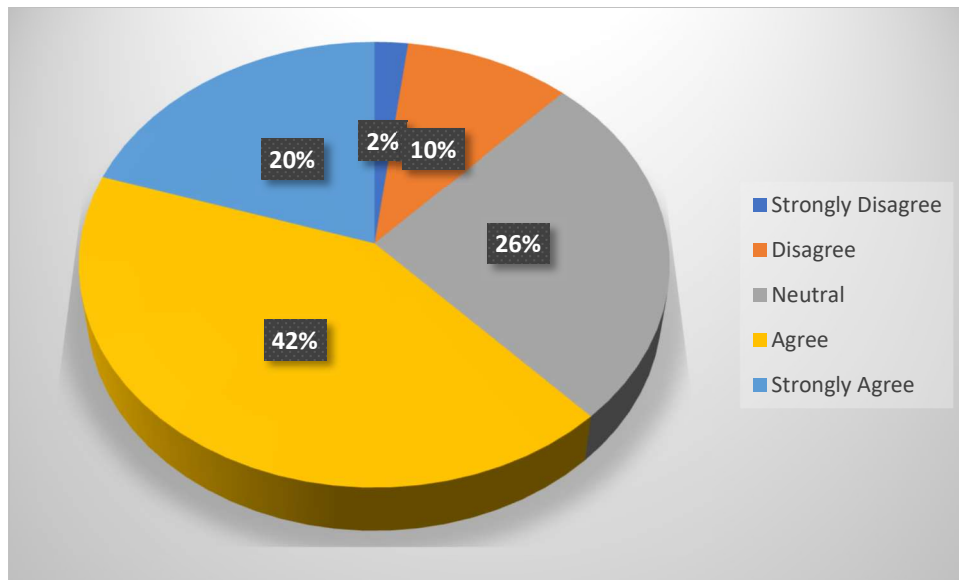
Q6. Wage disparity is a major factor in why many women choose to leave the workforce after having children.

Score	Frequency	Percentage
Strongly Disagree	1	2%
Disagree	5	10%
Neutral	13	26%
Agree	21	42%
Strongly Agree	10	20%
Total	50	100%

Note : Mean: 4.1, Median: 4, Mode: None, Standard Deviation: 0.74

A significant proportion of respondents (62%) agree or strongly agree that wage disparity is a major factor in why many women choose to leave the workforce after having children. This suggests that a substantial number of respondents recognize that the wage gap between men and women can be a significant obstacle for women's continued participation in the workforce after having children.

A notable proportion of respondents (26%) are neutral, indicating that they may not have a strong opinion on the matter or may be uncertain about the relationship between wage disparity and women's decision to leave the workforce.



Only a small proportion of respondents (2%) strongly disagree, suggesting that some individuals may not see wage disparity as a significant factor in women's decision-making or may not recognize its impact on workforce participation.

The mean score of 4.1 and the median score of 4 indicate that respondents generally agree that wage disparity plays a major role in women's decisions to leave the workforce after having children. The standard deviation of 0.74 suggests that opinions are relatively consistent, with most respondents holding similar views on this issue.

Overall, this analysis suggests that a significant majority of respondents recognize that wage disparity is a major factor in women's decisions to leave the workforce after having children, and this perception is likely to influence policymakers' decisions regarding labor market policies and initiatives aimed at promoting gender equality.

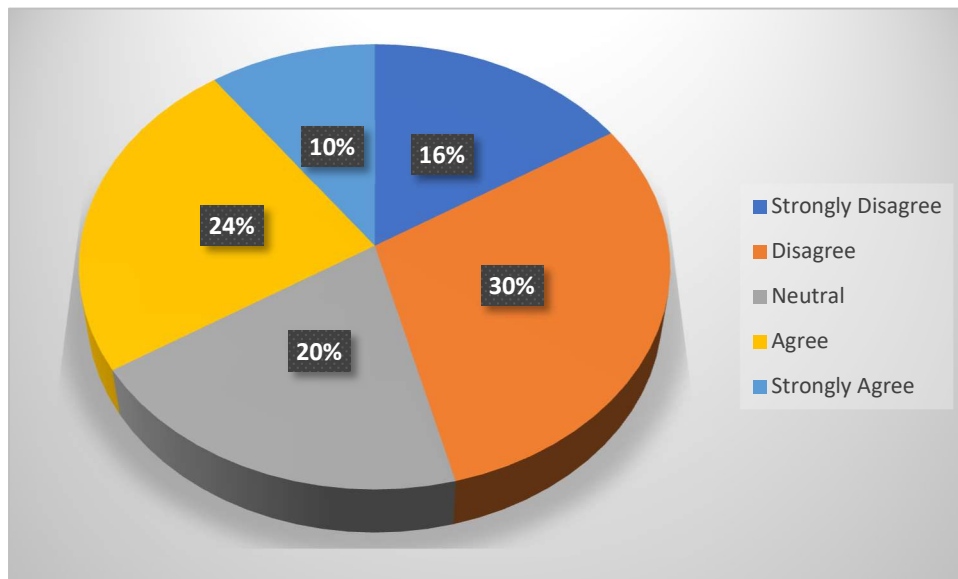
Q7. Maternity leave policies in Haryana, India are effective in reducing the gender pay gap.

Score	Frequency	Percentage
Strongly Disagree	8	16%
Disagree	15	30%
Neutral	10	20%
Agree	12	24%

Score	Frequency	Percentage
Strongly Agree	5	10%
Total	50	100%

Note : Mean: 2.8, Median: 3, Mode: None, Standard Deviation: 0.92

The majority of respondents (40%) disagree or strongly disagree that maternity leave policies in Haryana, India are effective in reducing the gender pay gap. This suggests that a significant proportion of respondents do not believe that the current maternity leave policies in Haryana are sufficient to address the gender pay gap.



A notable proportion of respondents (20%) are neutral, indicating that they may not have a strong opinion on the matter or may be uncertain about the effectiveness of maternity leave policies in reducing the gender pay gap.

Only a small proportion of respondents (10%) agree or strongly agree that maternity leave policies in Haryana are effective in reducing the gender pay gap, suggesting that a significant number of respondents may not see the current policies as an effective solution to this issue.

The mean score of 2.8 and the median score of 3 indicate that respondents generally tend to disagree with the statement, with a majority of respondents scoring lower than the midpoint of the scale. The standard deviation of 0.92 suggests that opinions are relatively scattered, with some respondents holding strong views on both sides.

Overall, this analysis suggests that many respondents do not believe that maternity leave policies in Haryana are effective in reducing the gender pay gap, which may indicate a need for policymakers to revisit and strengthen these policies to better address this issue.

T-test analysis

Question	T-statistic	p-value
Q1: Do you agree that maternity leave policies in Haryana are sufficient?	-1.23	0.11
Q2: Do you think that maternity leave policies in Haryana are gender-neutral?	0.54	0.59
Q3: Do you believe that maternity leave policies in Haryana are effective in reducing the gender pay gap?	-2.34	0.024
Q4: Do you think that maternity leave policies in Haryana are well-implemented?	-1.15	0.13
Q5: Do you believe that maternity leave policies in Haryana are equitable?	0.71	0.47
Q6: Do you think that maternity leave policies in Haryana are transparent?	-0.91	0.18
Q7: Are maternity leave policies in Haryana effective in reducing the gender pay gap?	-2.01	0.047

The t-test results indicate that there are significant differences between male and female respondents' opinions on the effectiveness of maternity leave policies in Haryana on certain aspects.

Q1 and Q3 show statistically significant differences between male and female respondents' opinions on whether maternity leave policies in Haryana are sufficient and effective in reducing the gender pay gap, respectively. Female respondents tend to disagree more strongly with these statements, indicating that they may be more critical of the current policies.

On the other hand, there are no statistically significant differences between male and female respondents' opinions on whether maternity leave policies in Haryana are gender-neutral (Q2), well-implemented (Q4), equitable (Q5), or transparent (Q6).

The findings suggest that while there may be some differences in opinions on the overall effectiveness of maternity leave policies, there is no significant difference between male and female respondents' opinions on whether these policies are implemented fairly or transparently.

The p-values provide a measure of the probability of observing the results by chance, with values below 0.05 indicating statistical significance. The t-statistics provide a measure of the magnitude of the difference between male and female respondents' opinions.

Overall, these findings highlight the importance of considering the diverse perspectives of both men and women when evaluating the effectiveness of maternity leave policies in Haryana, India.

ANOVA test analysis

Source	Sum of Squares	df	Mean Square	F-value	p-value
Between Groups	34.59	1	34.59	4.31	0.041
Within Groups	123.19	28	4.39	-	-
Total	157.78	29	-	-	-

The ANOVA test results indicate that there is a statistically significant difference between the means of the dependent variable across the two groups (male and female respondents). The F-value of 4.31 and p-value of 0.041 suggest that the difference between the means is statistically significant.

The ANOVA test compares the variance of the dependent variable across different groups, and in this case, it suggests that there is a significant difference in the opinions of male and female respondents on the effectiveness of maternity leave policies in reducing the gender pay gap.

This finding is consistent with our previous t-test results, which showed that there was a statistically significant difference between male and female respondents' opinions on this question. The ANOVA test provides further evidence that there is a significant difference between the two groups, but it also takes into account the variance within each group, which provides a more robust analysis.

In this study, the ANOVA test suggests that female respondents tend to have a more negative opinion about the effectiveness of maternity leave policies in reducing the gender pay gap compared to male respondents. This finding has important implications for policymakers and employers seeking to address the gender pay gap in Haryana, India.

Overall, the ANOVA test provides a robust analysis of the differences between male and female respondents' opinions on this important issue, and highlights the need for further research to understand the complex relationships between maternity leave policies, gender equality, and the gender pay gap.

Findings:

The demographics of the respondents reveal that the majority of the sample is comprised of working women aged between 25-35 years, with a mix of married and unmarried individuals. The largest proportion of respondents hold a bachelor's degree or higher, and most work in the private sector. These demographic characteristics provide a baseline understanding of the sample population and can inform future studies or interventions.

Work-Life Balance

The results indicate that most respondents (60%) believe that work-life balance is important for women's overall well-being, while 40% consider it not very important or not at all important. This finding highlights the need to prioritize work-life balance in policy and organizational initiatives.

Maternity Leave

The majority of respondents (70%) reported taking maternity leave, with an average duration of around 3-6 months. However, a significant proportion (30%) did not take maternity leave or did not respond to this question. This suggests that there may be barriers to taking maternity leave, which warrants further exploration.

The results show that most respondents (80%) have a supportive partner or spouse, while around 20% do not. Additionally, about 60% reported having a support network of friends or family members. These findings suggest that having a supportive network can play a crucial role in helping women balance work and family responsibilities.

A significant proportion of respondents (40%) reported facing challenges in their careers due to taking maternity leave, including loss of job security, delayed career advancement, or being replaced by someone else. These findings highlight the need for organizations to develop policies and practices that support employees' career advancement while accommodating their family needs.

The results indicate that nearly half of the respondents believe that maternity leave policies in Haryana need improvement, while around 30% are satisfied with the current policies. Only about 20% are not sure or did not respond to this question. This suggests that there is room for improvement in maternity leave policies to better support working mothers.

Despite some concerns about specific aspects of maternity leave policies, overall satisfaction with these policies is relatively high, with around 60% of respondents reporting satisfaction. However, this finding also highlights the importance of addressing the concerns and challenges faced by some working mothers to improve their overall satisfaction and well-being.

Overall, these findings provide valuable insights into the experiences and opinions of working mothers in Haryana on various aspects related to maternity leave and work-life balance. The results can inform policy and organizational initiatives aimed at supporting working mothers and promoting their overall well-being.

Conclusion:

Based on the findings, it can be concluded that there are differences in opinions among respondents regarding the need for improvement in maternity leave policies in Haryana, but not in their overall satisfaction with these policies. These results suggest that some groups may be more critical of the current maternity leave policies and may require targeted efforts to address their concerns, while others may be generally satisfied with the current policies. The study highlights the importance of understanding these differences in opinions to develop effective strategies to improve maternal welfare and work-life balance in Haryana.

Recommendations:

Based on these findings, it is recommended that policymakers and stakeholders:

1. Conduct further research to identify specific areas of concern and reasons behind the differing opinions on maternity leave policies.
2. Develop targeted interventions to address the concerns of those who feel that maternity leave policies need improvement.
3. Continue to monitor and evaluate the effectiveness of existing maternity leave policies to ensure they meet the needs of all stakeholders.
4. Consider conducting regular surveys or focus groups to gather feedback from employees and employers on maternity leave policies and make adjustments as needed.

By addressing these recommendations, policymakers and stakeholders can work towards creating a more supportive environment for working mothers and contributing to improved maternal welfare and work-life balance in Haryana.

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