

Reconciliation of working women and motherhood: A study in special reference of post childbirth

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Abstract

Women at workplace has been seen recently playing a major role hence, our study is more focused towards the impacts on the efficiency and presence of women at work post child birth and how it affects their efficiency level.

Businesses who fail to see the value of having more female employees are losing out. Having more women could not only double your talent pool but also boost the efficiency of your business. Actually, having more women in the workforce improves an organization's workplace for employees of all genders. Many recent studies conducted by experts in the fields of business, psychology, and sociology provide a window into women's experiences as a group in the workplace, confirming some intuitive beliefs

Keywords: *Post pregnancy, childbirth, women, working women*

Overview

Major reasons why women quit their job after childbirth

High-potential women are not intentionally leaving their occupations to care for their family if they do so. Pamela Stone, a professor at Hunter College, came to this conclusion after studying 54 high achievers who were largely drawn from the alumni of four elite colleges and universities. The women worked in their fields for an average of 11 years; 60% continued to do so after having their second kid. Nobody was forced out. Fully 90% of those who left did not do so to care for their families but rather due to issues at work, particularly irritation and

lengthy hours. Since they had been putting in long weeks, part-time job typically meant 40 hours of work for 20 hours of income, which presented problems for the two-thirds of those who quit. The inability to work part-time without being excluded, however, was a factor that was much more important in decisions to completely opt out.

The majority of research that attempt to explain women's employment patterns after giving birth concentrate primarily on family structures, gender ideology, human capital, and/or national policy structures (e.g., Schober, 2013; Smeaton, 2006; Tomlinson, 2006a). Studies that look at working circumstances, particularly how flexible employment may assist women stay in the workforce after having children, tend to concentrate mostly on part-time work or cutting back on working hours. Part-time employment can help mothers balance work and family obligations, but it also requires career sacrifices that may have long-term effects (Yerkes, 2009). Part-time employment is of poor quality, especially under liberal welfare regimes like the INDIA (Anxo et al., 2007). Moving to a part-time employment result in a decrease in many women's occupational status and pay levels in the INDIA (Connolly and Gregory, 2008; Manning and Petrongolo, 2008; Tomlinson, 2006b). This has extremely detrimental effects on women's jobs in terms of salaries and career advancement throughout the course of their lives, ultimately widening the gender pay gap (Sigle-Rushton and Waldfogel, 2007).

Despite the fact that more women are pursuing higher education and have greater earning potential, their employment rates in Western societies continue to be significantly lower than those of men. This is primarily because women leave the labour force after having children, either permanently or only temporarily (Nieuwenhuis et al., 2012). The amount of time women spend out of the workforce has a significant impact on their career chances, future economic trajectories, and social security in old age because prolonged employment breaks may deteriorate both firm- and general-human capital (Mincer & Ofek, 1982). (Becker, 1962). Motherhood pay penalty, which denotes a poor correlation between motherhood and income even after taking into account human capital and prior employment experience, frequently occurs from women's absence from the labour market after giving birth (e.g., Anderson et al., 2002; Avellar & Smock, 2003). Due to decreased hours of work (Costa Dias et al., 2018), limited career advancement (Harkness et al., 2019), and marginalisation inside companies

where part-time workers are given less essential or hard responsibilities, women who return to work part-time may face additional pay and career penalties (Golden, 1996).

By addressing a gap in our knowledge of how job satisfaction influences women's labour market outcomes in the setting of motherhood, the study seeks to add to the body of literature. We investigate whether higher pre-childbirth job satisfaction increases labour market attachment after childbirth using job satisfaction as a measure of women's work attitudes and their perceptions of current employment conditions. We contend that women who reported higher levels of job satisfaction prior to having a child are more likely to go back to work after having a kid. This paper makes a significant addition by examining the short- and long-term effects of prior work satisfaction on women's labour market attachment after childbearing using longitudinal data and techniques. We also distinguish between returning to the same or a different job and full-time versus part-time work, taking a more detailed approach than previous studies. These decisions have a significant impact on women's career options and potential income penalties.

Job satisfaction

According to Kalleberg (1977), job satisfaction is defined as employees' affective orientation toward their occupations, which is influenced by how they rate their jobs in light of their values and life circumstances. The idea reflects a mindset regarding overall work conditions, representing the total of satisfactions and dissatisfactions with certain job responsibilities. Kalleberg acknowledges the many factors of job satisfaction while conceptualising it as a single, unitary idea. In this regard, it is possible to detect a direct relationship between job happiness and the idea of work excellence. Indeed, it is reasonable to assume that characteristics of low-quality occupations, such as job insecurity, low pay, inconsistent work schedules, or excessive hours, are often unsatisfactory for employees. In reality, job satisfaction was one of the earliest methods used in social science research to gauge the quality of the working life because it is an easy-to-understand notion. Researchers are able to record subjective assessments of objective work qualities in this way. The foundation of job quality scholarship, which has been expanding quickly in recent years, is the assessment of objective characteristics of employment. In reality, however, the evaluation of job quality frequently relies on employee self-reports. In terms of working hours or contract type, self-reporting may

resemble objectivity, or "hard facts," but it inevitably contains subjective evaluation of less obvious aspects of employment, such as chances for professional advancement, degree of autonomy, or judgments of health hazards.

However, numerous studies have drawn attention to the sometimes-absent link between indicators of job quality and job happiness, demonstrating, for instance, that highly satisfied individuals may not always be working in high-quality employment. More broadly, disparities in job satisfaction between groups of workers are frequently not reliable indicators of differences in job quality. The research has offered a variety of explanations for this apparent disparity, such as adaptive preferences, individual differences in expectations from employment (e.g., Clark, 1997), or differences in how certain job aspects are valued (Bender et al., 2005). For these reasons, we do not view job satisfaction as a measurement of the objective quality of work, but rather as a measurement of the affective and cognitive feelings that people derive from their experiences at work, which were demonstrated by Rose (2003) to be founded on a logical assessment of utility on the part of workers.

Return to Work

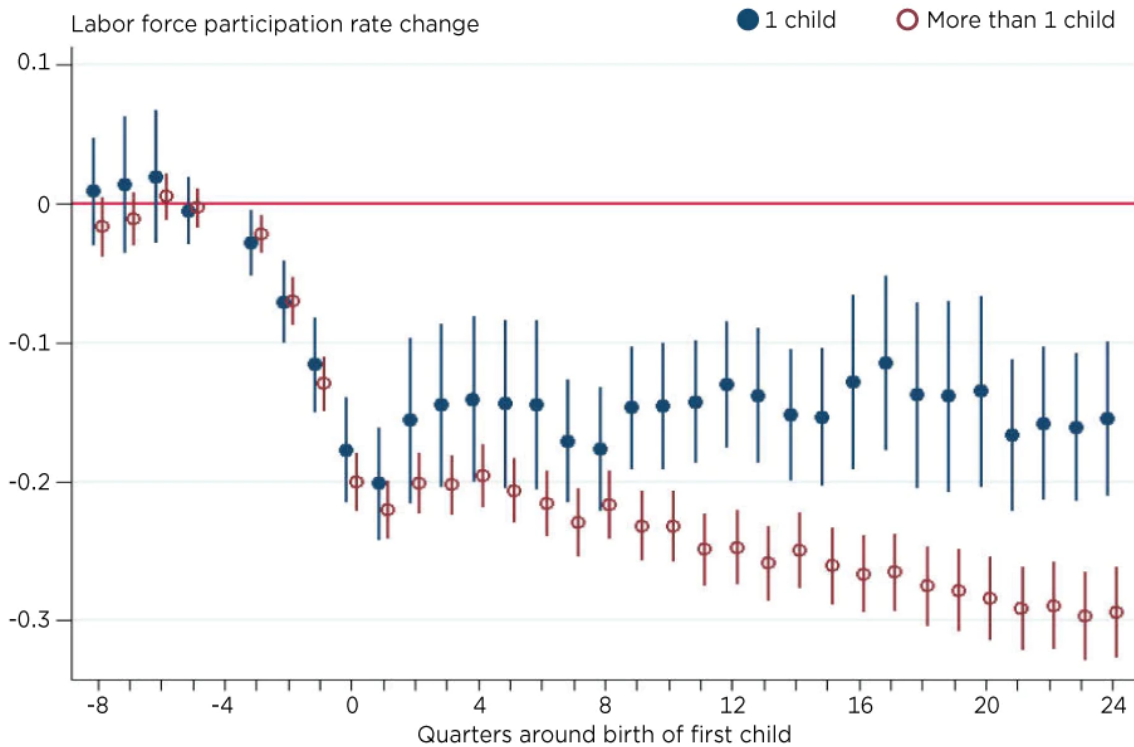
The timing of mothers' return to work is thought to be influenced by job satisfaction in this study as a measure of how women perceive their working conditions. We interpret this correlation in the context of an employment relationship framework where workers exchange labour effort for compensation as stipulated in the employment contract. In this case, job satisfaction is an assessment of the benefits of holding a particular position in comparison to other employment options in terms of how well it matches the priorities of women and how it would advance their well-being. Therefore, job satisfaction may indicate how well women's job qualities match their labour market needs at a time when work-life priorities conflict and may influence their conduct in the labour market. Strong incentives for returning to work after childbirth are provided by higher levels of job satisfaction prior to childbirth, which may indicate achievement of labour rewards and represent a favourable assessment of the compatibility of paid work with other life goals like parenting. According to three longitudinal studies carried out in France, Italy, and Spain, job satisfaction, for instance, was found to boost the likelihood of returning to work after the birth of a first child. The study, however, only took into account the period up until the child turned one, thus it was unable to shed any light on the

longer-term consequences of earlier job satisfaction on female labour market attachment. The following is our hypothesis for the current study: Previous higher job satisfaction enhances the likelihood of returning to work sooner after the birth of a first child during the sample period (H1). Prior to having children, women who are happier at work are more likely to find it worthwhile and are consequently less likely to consider alternatives, such as leaving the workforce.

Women returning to work Analysis: A US based study

When women in the workforce have children, they face a permanent reduction in their likelihood of returning to work as well as a significant but momentary decrease in their wages. As shown in the figure that follows, according to recent findings from the United States Census Bureau, the number of working mothers drops by 18 percentage points in the quarter after the birth of their first child. This is demonstrated by the graph. The rate of women returning to work after having one kid stabilises at a lower level than it was before birth, however this is the case for women who only have one child. However, additional births further reduce a parent's likelihood of participating in the labour force. Data obtained from the Survey of Income and Program Participation (SIPP) were matched with earnings data obtained from the Longitudinal Employer Household Dynamics (LEHD) programme for the purpose of this study. The rate of women returning to work after having one kid stabilises at a lower level than it was before birth, however this is the case for women who only have one child. However, additional births further reduce a parent's likelihood of participating in the labour force.

Change in Labor Force Participation Around Childbirth



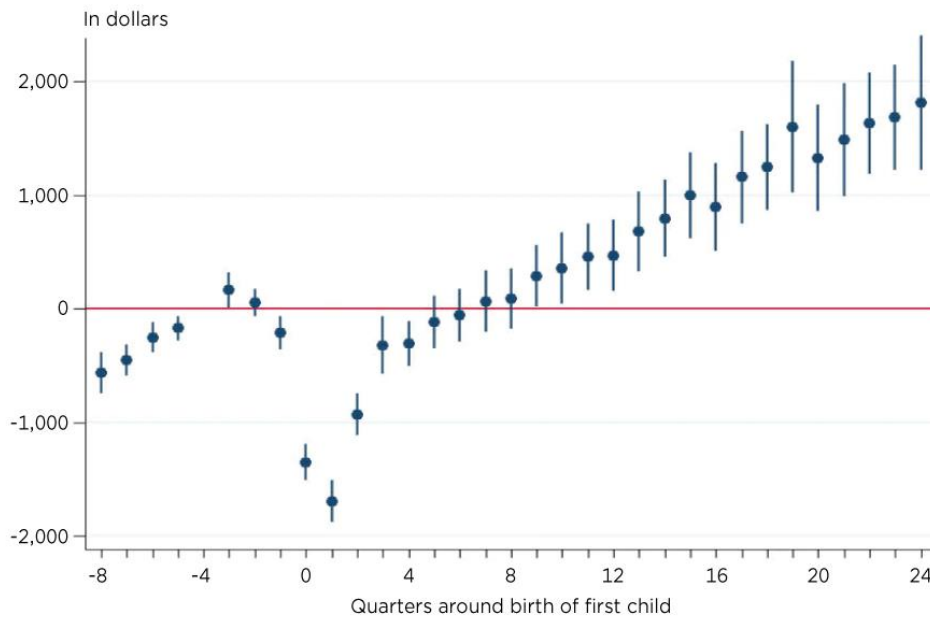
Source: U.S. Census Bureau, Survey of Income and Program Participation, Panels 2001-2014, and Longitudinal Employer Household Dynamics, 1990-2012 earnings.

When compared to wages made prior to pregnancy or during the early stages of pregnancy, mothers who continue to work see a drop in earnings of \$1,861 on average within the first three months after giving birth (three quarters before the birth).

Earnings, on the other hand, return to their pre-birth levels by the fifth quarter following the child's birth and continue to grow at an average rate of \$101 per quarter for the subsequent six years.

This rebound is positive, but it is not significant enough to return women to the earnings path they were on before they had children. There is not a significant gap in incomes between working mothers with only one kid and those with several children, even when both groups have the same number of children.

Change in Earnings Around Childbirth



Source: U.S. Census Bureau, Survey of Income and Program Participation, Panels 2001-2014, and Longitudinal Employer Household Dynamics, 1990-2012 earnings.

The majority of women who continue to work in the year following giving birth do so for the same employment as they did before giving birth. When they return to the workforce, just 18% of working mothers who have had their first child within a year go on to work for a different company than the one they left to have their baby. It is more likely that a woman will continue working for the same workplace after giving birth if she works for a larger company that pays a higher salary.

Earnings increase at a rate that is quite comparable for women who return to their work from before they had children as well as those who switch employers within a year after giving birth.

Earnings are only temporarily impacted when an employee takes a temporary leave of absence from their job. When they first get back into the workforce, women who have been out of it for at least a year after giving birth have lower starting earnings than women who have been out for a shorter amount of time. However, by the time the child is two years old, these women are on the same economic path as their counterparts who did not have children.

Characteristics of the Population Demographics

There is a correlation between the demographic characteristics of the mothers and the changes that occur in employment and wages after childbirth.

In comparison to white women, non-Hispanic black women see more significant drops in their involvement in the labour force during the first quarter after giving birth to a child, but as time goes on, they become more likely to find employment.

Women who had never been married at the time their child was born have a greater chance of being employed than married mothers do. The gap between married and unmarried mothers' rates of labour force participation was 4.1 percentage points wider in the quarter following the first birth, and it increased to 9.4 percentage points six years after the birth. Married mothers' rates of labour force participation were 4.1 percentage points lower than those of unmarried mothers. Among mothers who are employed, those who are older and married earn less compared to their wages before they had children than those who are younger and who are not married. Earnings of moms with higher levels of education fall less and recover more quickly than earnings of mothers with lower levels of education.

India's working mothers

If we talk about the scenario in India according to a survey by Ashoka University titled "Predicament of Returning Mothers," which was just published, 73 percent of Indian women quit their careers after giving child.



According to the findings of a study that was carried out by a department of the University called the Genpact Centre for Women's Leadership, fifty percent of working women in the country quit their careers in order to take care of their children when they reach the age of thirty. Even among those who are able to make it back, over half of them quit their jobs within the first four months after getting a job again.

The findings of the survey on women who are employed in the business, media, and development sectors served as the basis for the report.

"It is a well-known and well-documented fact that men make up a far larger proportion of the workforce in India than women do. Although there are few points of access for women, there are many exit gates, including pregnancy, childbirth, caregiving for children and the elderly, a lack of support from extended family, and an unsupportive work environment. According to the findings of the study, "these variables create a leaking pipeline that hampers the advancement of women to positions of leadership."

According to the report, reaching the worldwide goal of having an equal number of men and women in the workforce by the year 2030 will be difficult if the exit gates continue to be unlocked.

According to the findings of the survey, women report experiencing problems on four different levels. On a personal level, the majority of respondents indicated that they felt guilty. According to what they indicated, there was a sense of "compromise" on the level of the family. One further prevalent explanation woman offered was that their superiors had the impression that they were unproductive and inefficient. The cultural standards of India, which mandated that women should look after their children and remain at home, also played a part in this phenomenon.

Discussion and conclusions

Even though there are more women working in the INDIA, many of them drastically cut back on their hours or quit their jobs after giving birth. Previous research on postpartum moms' employment patterns mostly concentrated on the family environment, the person and their partner's gender attitude and human capital, and/or on the configurations of national family policy. Studies that looked at women's usage of flexible working arrangements to address

problems with work-life balance tended to concentrate mostly on part-time employment. Due to the low quality of part-time jobs, notably in the INDIA, women may not find part-time work to be an attractive option. Women who transition to part-time employment or drastically cut back on their working hours after having children may suffer serious professional repercussions, which could further entrench gender inequity.

It's crucial to remember that the most critical factor in the utilisation of flexitime was not its perceived availability. The perception of having flexitime may not be enough for new mothers to meet the demands placed on them in terms of work-life balance. To truly make a difference, the flexibility must be put into practise. It is also crucial to remember that individuals for whom flexitime seemed to mean the most before childbirth were those who had already been using it. Women who have previously used flexitime may be more willing to do so in order to adjust their work schedules to the new increased family demand. Additionally, flexitime users who gave birth may be more knowledgeable about the

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