

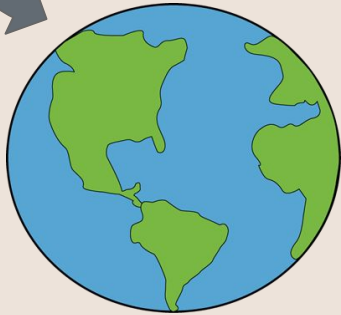
Does Employer-Paid, Job-Protected Maternity Leave Help or Hurt Female IT Workers?



Starting Assumptions



- The data is representative of India as a whole.
- A model of this data from India can be applied globally.
- Receiving an interview equates to/does not vary from receiving a job.



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Question #1

Does an increase in the duration of maternity leave encourage more females to apply to I.T. jobs?

LET'S LOOK AT THE DATA



Percentage Increases

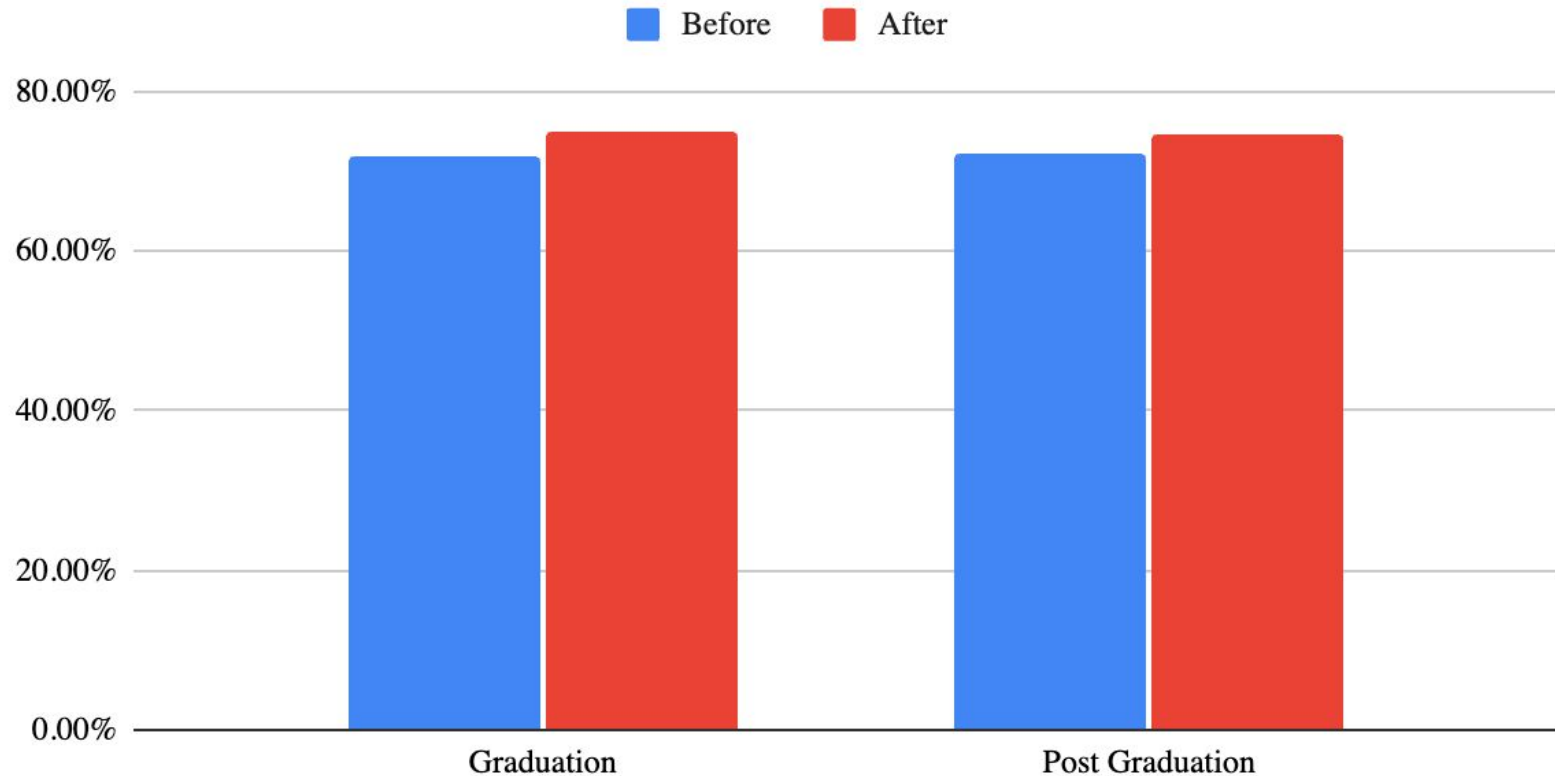
One year after the maternity leave legislation was passed, there was a 3.31% increase in the total number of applicants. More directly there was a 9.13% increase in female applicants.

In terms of applications, female submitted 22.08% more applications, compared to the 13.38% general increase.

Assumption:

No major economic event occurred during this time to cause a change in the number of applicants and applications

Women invest more in employment profile completion: Before vs. After



INFERENCE

- Since the percentage of female applicants and applications increased in correspondence with the time at which the legislation was passed, the increase in the female applicants and applications can be attributed to (or is at least positively related to) the passing of the legislation. In addition, the percentage of females completing their interview also increased with the extension in the maternity leave legislation.

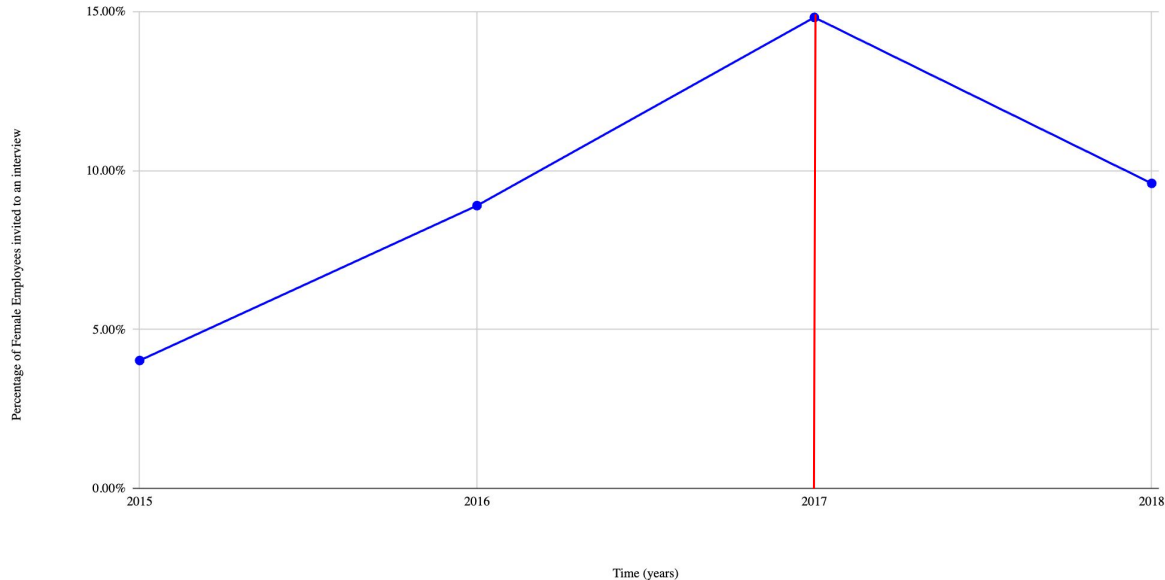
Question #2

Does an increase in the duration of maternity leave discourage I.T. companies from hiring females?



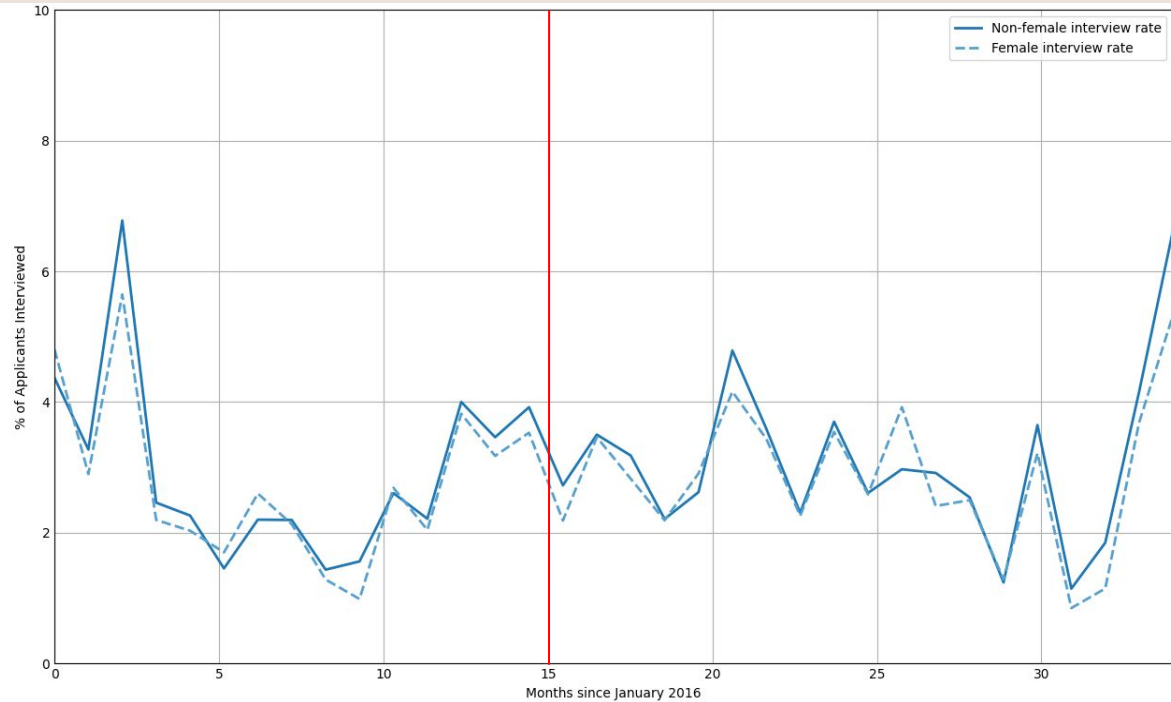
Part 1: Slippery slopes

Percentage of Female Employees Invited to an Interview vs. Time (Before the Maternity Law was passed)



Interview rate
(by year)

Part 2: Electric Boogaloo!

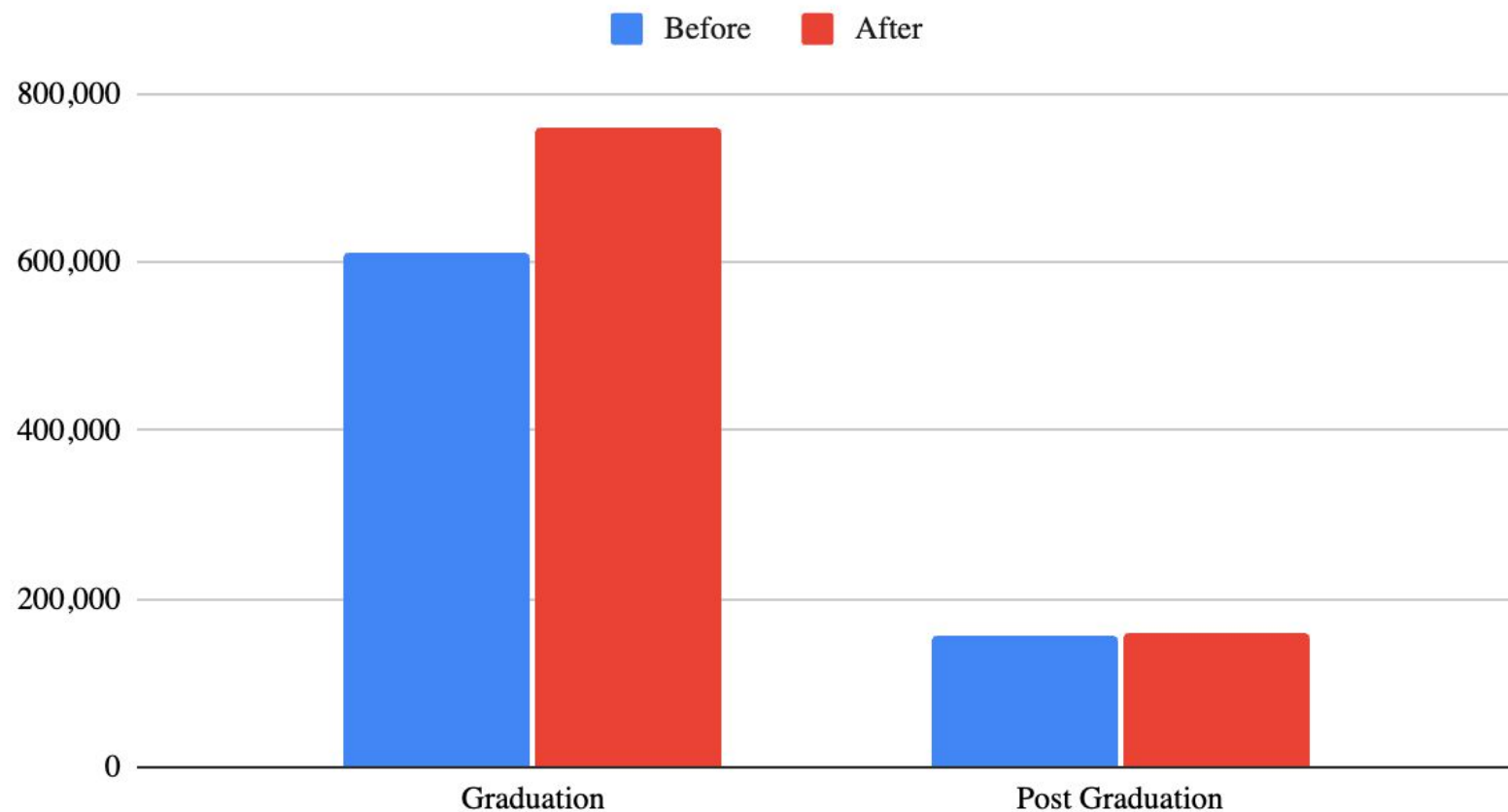


Interview rate
(by month)

INFERENCE

- The change in the interview rate of females before versus after the legislature was passed did not greatly differ. Therefore, the passing of the legislature did not affect a company's' decision to invite women to interviews.

Maternity Law passed: Before vs. After



YAY to extended maternity leave



Conclusion

What does this really mean?

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