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# The General Analysis on Significance of Maternity Benefit Act

**R.SELVALAKSHMI** [1]

## ABSTRACT

*The Bombay maternity Benefit Bill was first presented in 1929 in the Bombay administrative chamber. It was the first law set up for working ladies in Quite a while. The enactment for working ladies has consistently stayed a twofold edged sword. Government have taken initiative to provide maternity benefits to the women through the maternity benefit act,1948. The maternity benefits have been compared with Brazil and India. Main objective is to get more ideas about maternity benefits and know the public view on maternity benefits. When I have correlated the gender and the age as a independent variable and the dependent variable is the scale awareness of the maternity benefits act and its benefits. More than 36% of respondents said that they said yes and exactly 36% said that they are unaware of the maternity benefit act and its benefits and the other dependent variable is the Percentage of women utilities the maternity benefits. More than 60% of respondents said that the percentage is 26-50% .It is actually a good invention of government for protection of the pregnant women.*

*Keywords: Maternity, Benefits, Leave, Awareness And Women.*

## I. INTRODUCTION

The Bombay maternity Benefit Bill was first presented in 1929 in the Bombay administrative chamber. It was the first law set up for working ladies in Quite a while. The enactment for working ladies has consistently stayed a twofold edged sword. The bill was first presented in Bombay as it was a material center point for India with more number of material Industries with more female laborer populace. After the presentation of the bill, the quantity of ladies laborers was conserved for two reasons, (1) Due to the presentation of the Maternity Benefit bill and (2) Restriction for drawing in ladies laborers in the night shift,amendment to the Maternity Benefit Act, 1961.

### (A) Government initiative to bring

- The maternity benefit act 1948

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[1] Author is a student at Saveetha School of Law (SIMATS), India.

- Maternity Benefit Programme: Modi government halves spending on maternity benefit programme

- The Pradhan Mantri Surakshit Matritva Abhiyan has been launched by the Ministry of Health & Family Welfare (MoHFW), Government of India.

**(B) The factors affecting the**

- UN convention

- Pregnancy of working women.

- The mindset of the people in the society

- Employment

- Unawareness of people

- Education of women

- Urbanisation

- Marriage

- Political movements

**(C) Current trends in usage of maternity benefits**

1. Increase in Maternity Leave: Maternity leave for Eligible Employees has been expanded to 26 weeks (as against the past 12 weeks limit) if there should be an occurrence of ladies having under two enduring youngsters. In different cases, the current time of 12 weeks will keep on applying. Out of the 26 weeks, not beyond what two months can be taken before the date of anticipated conveyance, though prior, the pre-natal time frame was recommended to be not over about a month and a half.

2. Work from home: Employers may permit Eligible Employees to telecommute on a case to case premise contingent upon the idea of work. The conditions overseeing such work from home might be commonly concurred between the business and the representative.

3. Written intimation: Every business will be needed to educate, recorded as a hard copy and electronically, to each female worker at the hour of initiation of work about the advantages accessible to her according to the Maternity Act.

**(D) Comparison**

**1. India**

- As per the Act, to be eligible for maternity benefit, a woman must have been working as an employee in an establishment for a period of at least 80 days within the past 12 months.

- Payment during the leave period is based on the average daily wage for the period of actual absence.

**2. Brazil**

- Mandatory 120 days of paid leaves at the rate of 100% of wages with additional 60 days at the option of the employer.

- Companies that choose to grant the additional 60 will have the right to a tax benefit equal to the amount of the salary of the employee during this extension period.

## II. OBJECTIVE OF RESEARCH

- To study the status of usage of the maternity benefit act.

- To determine benefits under the maternity benefit act.

- To understand the problems due to the maternity leaves.

- To know the public view on maternity benefits.

## III. REVIEW OF LITERATURE:

1. (India. Ministry of Labour 1984) this article says that the benefits of labour under the overseeing of central government related dismissal of labor during maternity leave.

2. (India 1988) This article says about the women provided maternity leave before and after the delivery date,if she dies during the delivery, who is entitled to get maternity benefits .

3. (Brucker and Reedy 1983)This article says that more than 50% of mothers are working in the USA facing issues related to maternity leave and pregnancy then child bearing problems.

4. (Conaghan 1987)this article says that the functions of inspectors under the maternity benefit act. The inspector has all rights to inspect the industries and to check whether the industries were working people.

5. (Corwin 1923)This article says about the promotion of the welfare and the hygiene of pregnant women and infancy.

6.  (Addati et al. 2014)This article says about maternity and paternity benefits based on the law and practice and Maternity protection in work places.

7.  (Gordon and Rauhaus 2019)this article says about maternity leave and legal characteristics,nature,social nature, organization .

8.  ("The Evolution and Devolution of Maternity Leave as an Employee Benefit" 2013)this article says about the benefits of the women during the pregnancy time,and the importance of the maternity benefit under the Maternity Benefit Act,1961.

9.  (Gruber 1992)this article generally refers to health insurance and the maternity benefits to pregnant women.

10. (S, Lakshmi, and Rajkumar 2019)This article says that the author has analysed the gap in the health care services to increase the health education in our society.

11.  (Oakley 1979) This article author a case of maternity and he has explained about the paradigm of women in case.

12. (Mukherjee and Singh 2018)this article says about the maternal health case in India to help the Indian women from spending money to reduce the expenditure.

13. (Ranadive 1976)this article brings out the importance of the maternity benefits and the relation between the employer and the employees.

14. (Bracken, n.d.)in this article the author says that the maternity benefit act is to improve the rebirth of the baby. In the 20 th century to reduce infant mortality rate and the author brings out the status of maternity and the child birth.

15. (Brown and Small 1985)This article author has compared the income of the family and the work of labour and the work of labour and the maternity benefit of the women.

16. ("Maternity and Child Welfare Act 1918" 2019)In this article the author says that his opinion on maternity benefits is to get good maternity and a good environment is also a maternity benefit .

17. (Heo 2018)this article says that the author shows the importance of maternity leave and the maternity benefits in the environment and in the industrial sector.

18. (Blau and Ehrenberg 1997) This article says the healthy environment makes a healthy and economic development can improve the nationals living standards.

19. ("Maternity Benefits" 1997)this article says about the means and includes of the maternity benefit :salary payments and maternity leave as majors.

20. (Fallon, Mazar, and Swiss, n.d.)This article talks about the importance of health of newborn babies. The family situation may be unhealthy so the government took initiative by the way of maternity benefits.

## IV. METHODOLOGY

The research method followed in my research is empirical research. Empirical research is based on observed and measured phenomena and derives knowledge from actual experience rather than from theory or belief. Key characteristics for an empirical research is Specific research questions to be answered And Description of the process used to study this population or phenomena, including selection criteria, controls, and testing instruments (such as surveys).The sampling method used in this research is that of the random sampling method. The total response as a collector in public places where 200. The Tools used are graphs.

The dependent variable were

- Awareness of the process of fixation of minimum wages.

- Percentage of labour get minimum wages properly

The independent variables in my research are the Age and Gender used in my research.

## V. HYPOTHESIS

### (A) Null Hypothesis

- Respondent not aware of the process of fixation of minimum wages.

- Percentage of labour that gets minimum wages properly is low.

### (B) Alternative Hypothesis

- Respondent awareness of the process of fixation of minimum wages.

- Percentage of labour that gets minimum wages properly is high.

## VI. LIMITATION OF RESEARCH

The major limitation of my study is this sample frame and the places where restricted. The sample frame of my research is 200 samples and restricted to my research ,through online I have collected responses.

## VII. DATA ANALYSIS

**Table:1**

**Gender * Do you aware of the maternity benefits act and its benefits**

**Cross Tabulation**

| | | | Do you aware of the maternity benefits act and its benefits | | | |
| --- | --- | --- | --- | --- | --- | --- |
| | | | yes | no | maybe | Total |
| Gender | Male | Count | 52 | 20 | 12 | 84 |
| | | Expected Count | 30.7 | 30.2 | 23.1 | 84.0 |
| | Female | Count | 16 | 32 | 20 | 68 |
| | | Expected Count | 24.8 | 24.5 | 18.7 | 68.0 |
| | Transgender | Count | 5 | 20 | 23 | 48 |
| | | Expected Count | 17.5 | 17.3 | 13.2 | 48.0 |
| Total | | Count | 73 | 72 | 55 | 200 |
| | | Expected Count | 73.0 | 72.0 | 55.0 | 200.0 |

**Interpretation:**36.5%(52-male,16-female,5-transgender)of respondents said yes and31%(20-male,32-female,20-transgender)of respondents said no then27.5%(12-male,20%female,23-transgender)respondents said maybe
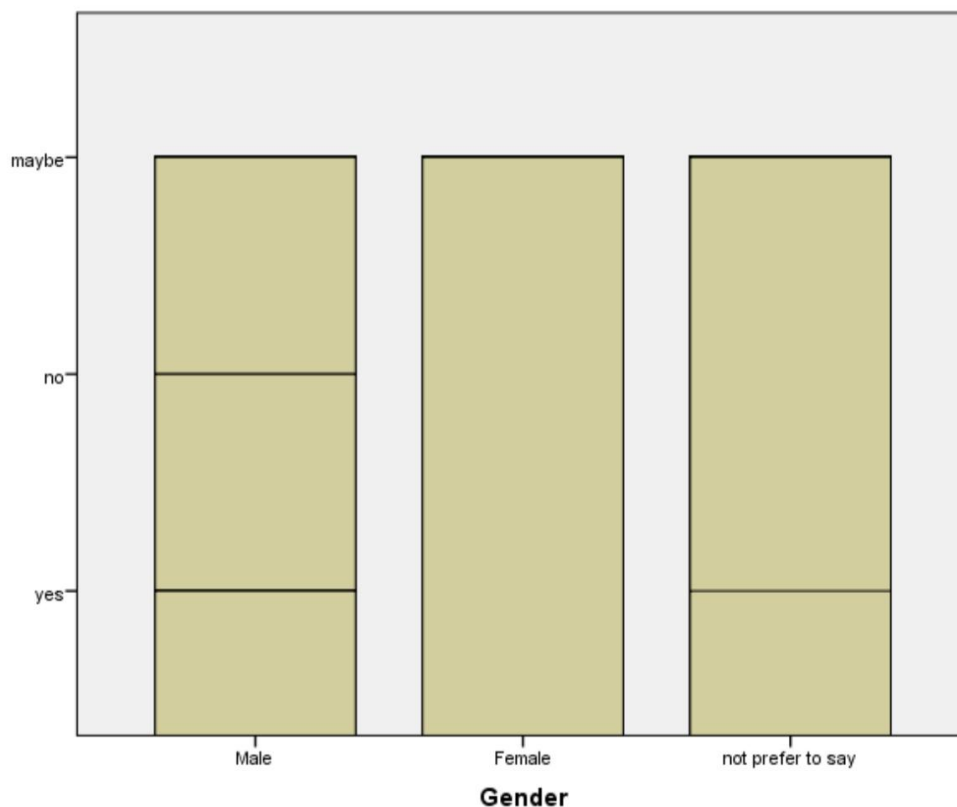
**Table:2**

**Chi-Square Tests**

| | Value | df | Asymptotic Significance (2-sided) |
| --- | --- | --- | --- |
| Pearson Chi-Square | 45.840[a] | 4 | .000 |

| | | | |
|---|---|---|---|
| Likelihood Ratio | 47.320 | 4 | .000 |
| Linear-by-Linear Association | 37.617 | 1 | .000 |
| N of Valid Cases | 200 | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.20.

**Chart:1**

**Do you aware of the maternity benefits act and its benefits**



**Legend:**

The above graph shows that I have correlated the Independent variables gender and dependent the awareness of the maternity benefit act and it's benefits

**Result:** *More than 36% of respondents said that they said yes and exactly 36% said that they are unaware of the maternity benefit act and it's benefits*

**Table:3**

**Age * Do you aware of the maternity benefits act and its benefits**

**Cross Tabulation**

| | | | Do you aware of the maternity benefits act and its benefits | | | |
|---|---|---|---|---|---|---|
| | | | yes | no | maybe | Total |
| Age | below 25 | Count | 21 | 4 | 0 | 25 |
| | | Expected Count | 9.1 | 9.0 | 6.9 | 25.0 |
| | between 26-50 | Count | 16 | 32 | 32 | 80 |
| | | Expected Count | 29.2 | 28.8 | 22.0 | 80.0 |
| | between 51-75 | Count | 36 | 36 | 23 | 95 |
| | | Expected Count | 34.7 | 34.2 | 26.1 | 95.0 |
| Total | | Count | 73 | 72 | 55 | 200 |
| | | Expected Count | 73.0 | 72.0 | 55.0 | 200.0 |

**Interpretation:** 36.5%(21-below 25,16-between 26-50 and 36-between 51-75 years)of respondents said yes and 36%(4-below 25,32 between 26-50 years)of respondents said no then 27.5%(32-between 26-50,23-between 51-75)respondents said maybe.
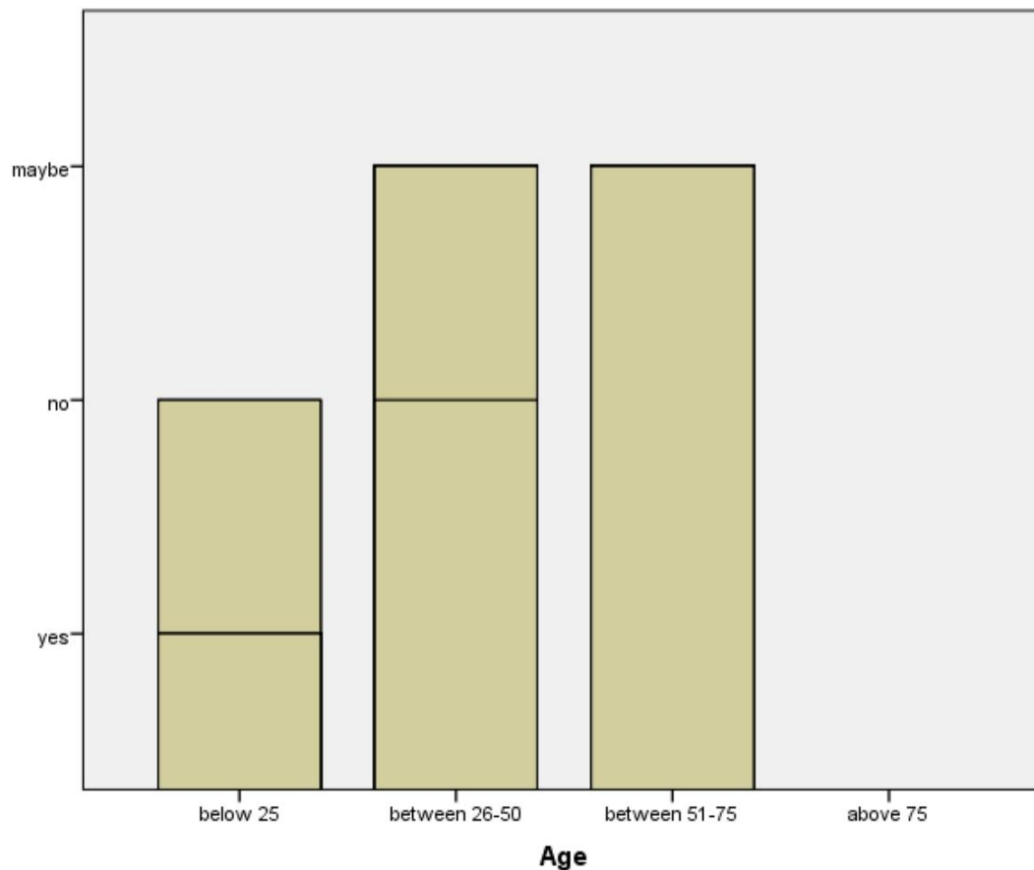
**Table:4**

**Chi-Square Tests**

| | Value | df | Asymptotic Significanc |
|---|---|---|---|

| | | | e (2-sided) |
|---|---|---|---|
| Pearson Chi-Square | 36.494 a | 4 | .000 |
| Likelihood Ratio | 40.525 | 4 | .000 |
| Linear-by-Linear Association | 3.372 | 1 | .066 |
| N of Valid Cases | 200 | | |

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 6.88.

**Chart:2**

**Do you aware of the maternity benefits act and it's benefits**

**Legend:**

The above graph shows that I have correlated the Independent variables age and dependent the awareness of the maternity benefit act and it's benefits

**Result:***More than 36% of respondents said that they said yes and exactly 36% said that they are unaware of the maternity benefit act and it's benefits.*

**Table:5**

**GENDER * Percentage of women utilities the maternity benefits**

**Cross Tabulation**

Count

| | | Percentage of women utilities the maternity benefits | | | | |
|---|---|---|---|---|---|---|
| | | BELOW 25% | BETWEEN 26%-50% | BETWEEN 51%-75% | 76% AND ABOVE | Total |
| GENDER | FEMALE | 14 | 37 | 22 | 6 | 79 |
| | MALE | 17 | 45 | 33 | 2 | 97 |
| | TRANSGENDER | 5 | 15 | 4 | 0 | 24 |
| Total | | 36 | 97 | 59 | 8 | 200 |

**Interpretation:** In the above table the independent variable is Gender and dependent variable is percentage of acceptance of transgender as third gender when we collected responses 45 malerespondents said 26%-50% and 37 of femalerespondents said 26%-50% of percentage of people accepted transgender as thirdgender and 15 of respondents said 26%-50% this response is out of 200.
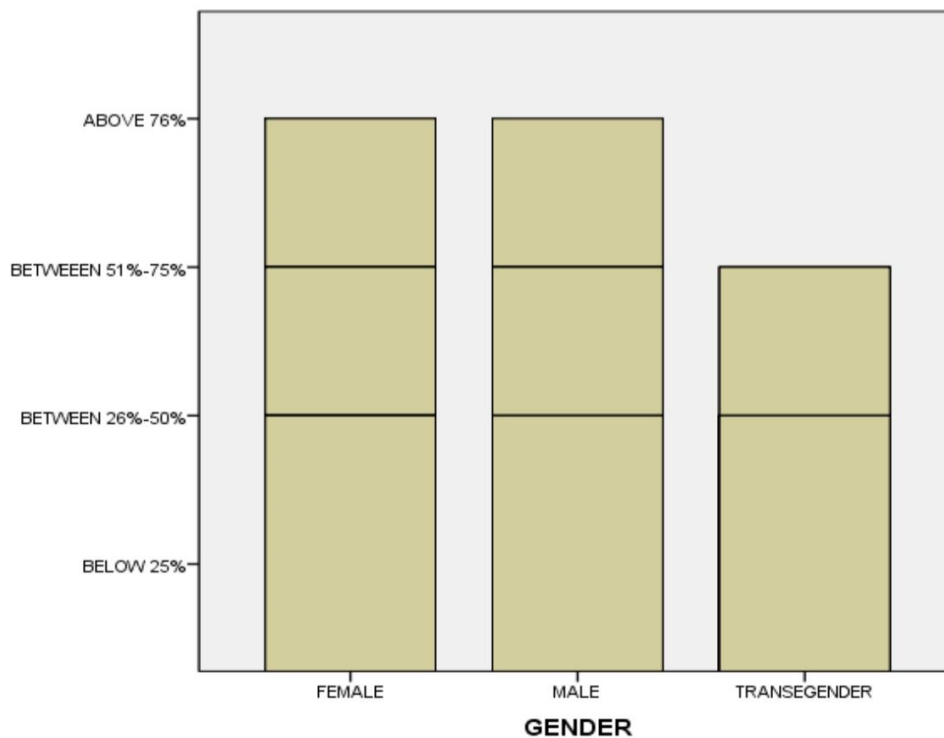
**Table:6**

**Chi-Square Tests**

| | Value | df | Asymptotic Significance (2-sided) |
|---|---|---|---|
| Pearson Chi-Square | 7.735[a] | 6 | .258 |
| Likelihood Ratio | 8.492 | 6 | .204 |
| Linear-by-Linear Association | 2.002 | 1 | .157 |
| N of Valid Cases | 200 | | |

a. 4 cells (33.3%) have expected count less than 5. The minimum expected count is .96.

**Chart:3**

**Percentage of women utilities the maternity benefits**

**Legend:**

The above graph shows that I have correlated the Independent variables gender and dependent variable percentage of women utilities the maternity benefits

**Result:***More than 60% of respondents said the that percentage 26-50% .*

**Table:7**

**Age * Percentage of labour get minimum wages properly**

**Cross Tabulation**

| | | | Percentage of labour get minimum wages properly | | | |
|---|---|---|---|---|---|---|
| | | | below 25% | between 26-50% | above 75% | Total |
| Age | below 25 | Count | 4 | 21 | 0 | 25 |
| | | Expected Count | 5.0 | 15.6 | 4.4 | 25.0 |
| | between 26-50 | Count | 16 | 64 | 0 | 80 |
| | | Expected Count | 16.0 | 50.0 | 14.0 | 80.0 |
| | between 51-75 | Count | 20 | 40 | 35 | 95 |
| | | Expected Count | 19.0 | 59.4 | 16.6 | 95.0 |
| Total | | Count | 40 | 125 | 35 | 200 |
| | | Expected Count | 40.0 | 125.0 | 35.0 | 200.0 |

**Interpretation:** 20%(4-below 25,16-between 26-50 years)of respondents said that below 25%,62.5%( 21-below 25,64 between 26-50 years)of respondents said no at last 17.5%(35-between 51-75 years)of respondents said maybe
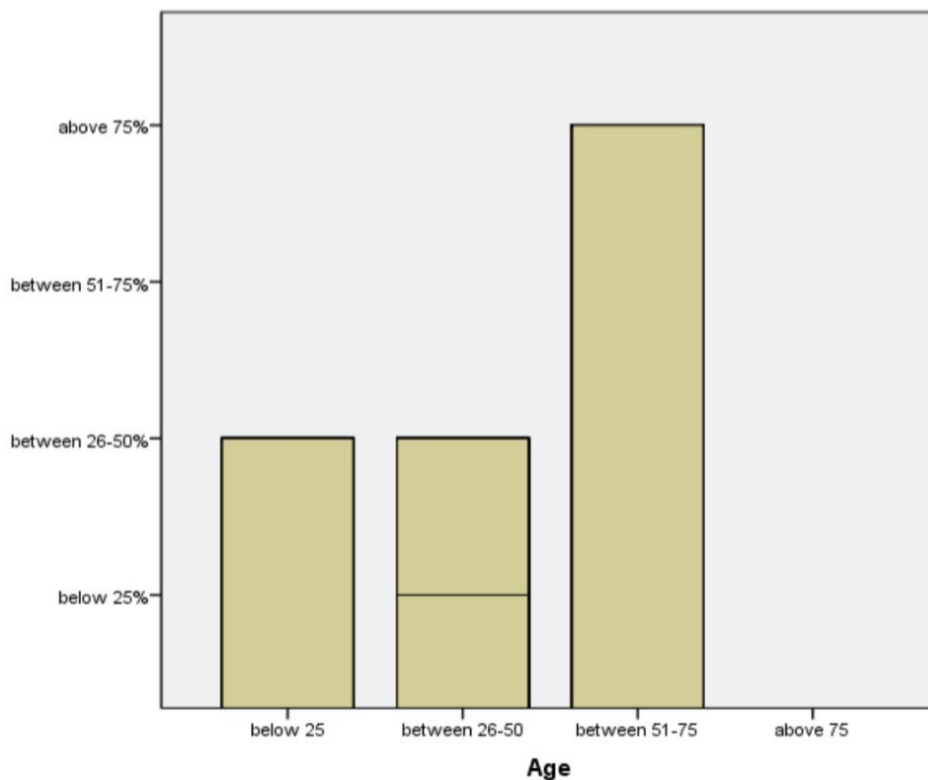
**Table:8**

**Chi-Square Tests**

| | Value | df | Asymptotic Significance (2-sided) |
|---|---|---|---|
| Pearson Chi-Square | 51.028 a | 4 | .000 |
| Likelihood Ratio | 64.793 | 4 | .000 |
| Linear-by-Linear Association | 22.467 | 1 | .000 |
| N of Valid Cases | 200 | | |

a. 1 cells (11.1%) have expected count less than 5. The minimum expected count is 4.38.

**Chart:4**

**Percentage of women utilities the maternity benefits**

**Legend:**

The above graph shows that I have correlated the Independent variables Age and dependent variable Percentage of women utilities the maternity benefits

**Result:***More than 60% of respondents said the that percentage 26-50% .*

# VIII. DISCUSSION

## (A) Research question:

Do you aware of the maternity benefits act and its benefits

When I have correlated the gender and the age as a independent variable and the dependent variable is the scale awareness of the maternity benefits act and its benefits.More than 36% of respondents said that they said yes and exactly 36% said that they are unaware of the maternity benefit act and its benefits

## (B) Research question:

Percentage of women utilities the maternity benefits

When I have correlated the gender and the age as an independent variable and the dependent variable is the Percentage of women utilities the maternity benefits.More than 60% of respondents said that the percentage is 26-50%

# IX. SUGGESTION AND CONCLUSION

The "maternity benefits" act as an important element of the pregnant women. Maternity protection has economic benefits. It helps to ensure that women can continue to contribute to a country's economic growth, and it helps to maintain the health of women and their children, which benefits individuals, families, businesses and societies. Employers are required to inform women in writing, electronically about the maternity benefits available under the Maternity Benefit Act upon their joining the workforce. The law allows women employees to work from home in addition to the maternity benefit period. It is actually a good invention of government for protection of the pregnant women.

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