

# Analyzing Racial and Structural Disparities in U.S. Maternity Leave Policies

## Introduction

Maternity leave is a rising social issue for mothers in the United States. Contrary to other developed nations, the United States does not mandate any form of paid maternity leave, ensuing financial hardships for mothers and their families. Using data from the Survey of Income and Program Participation (SIPP) I will evaluate what mothers have access to maternity leave in the United States.

## Results and Implications

The data from my tests reveal that mothers in the United States have inadequate access to paid maternity leave.

**Hypothesis 1** — White, Black, and Hispanic mothers are likely to receive unpaid maternity leave twice as frequent as mothers who receive paid maternity leave, while Asian mothers receive paid and unpaid maternity leave at about the same rate.

**Hypothesis 2** — Mothers who have a higher level of education have a higher total percentage of maternity leave allowed. While the percentage of maternity leave allowed varies for mothers with Some High-school to High-school, there is a positive correlation with maternity leave allowed and education level.

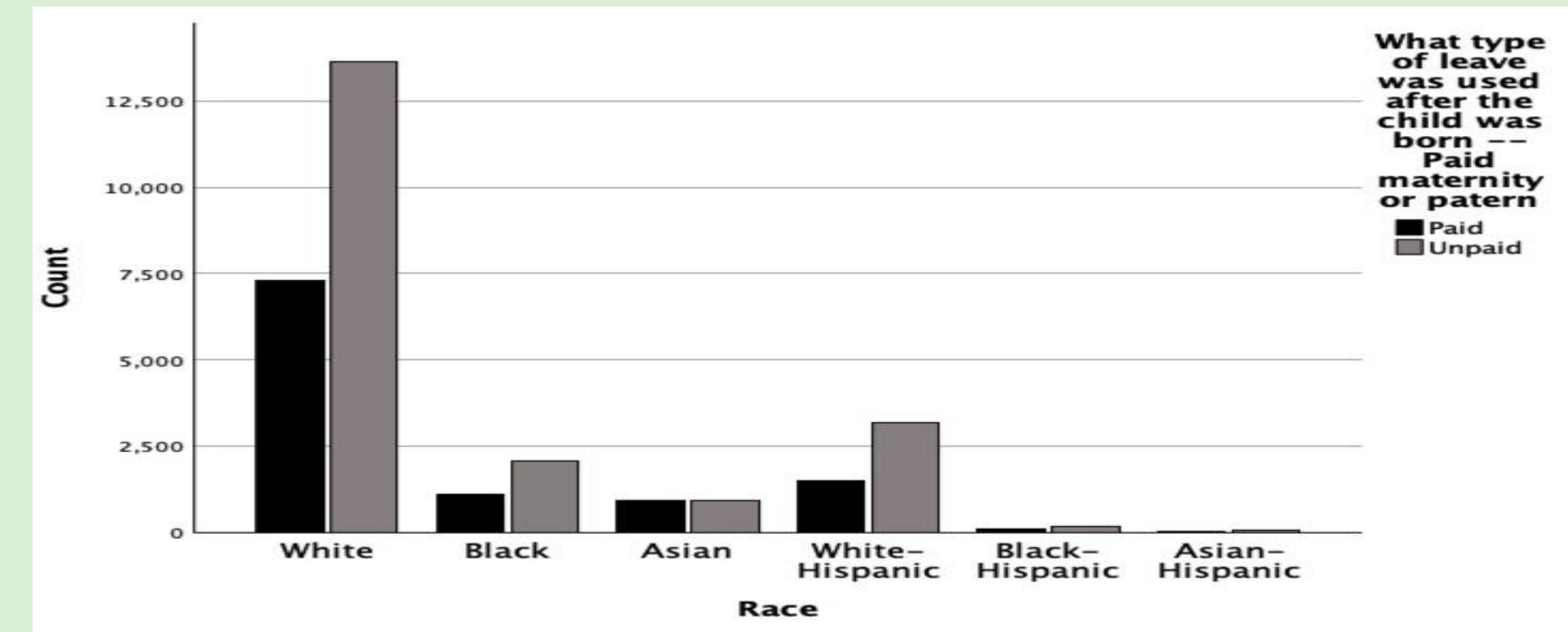
**Hypothesis 3** — Mothers with a higher level of education, have a higher total percentage of paid maternity leave. This is true for White, Black, Asian, and Hispanic mothers and represented clearly in the relatively consistent increase from Some High-school to Graduate Degree.

## Literature

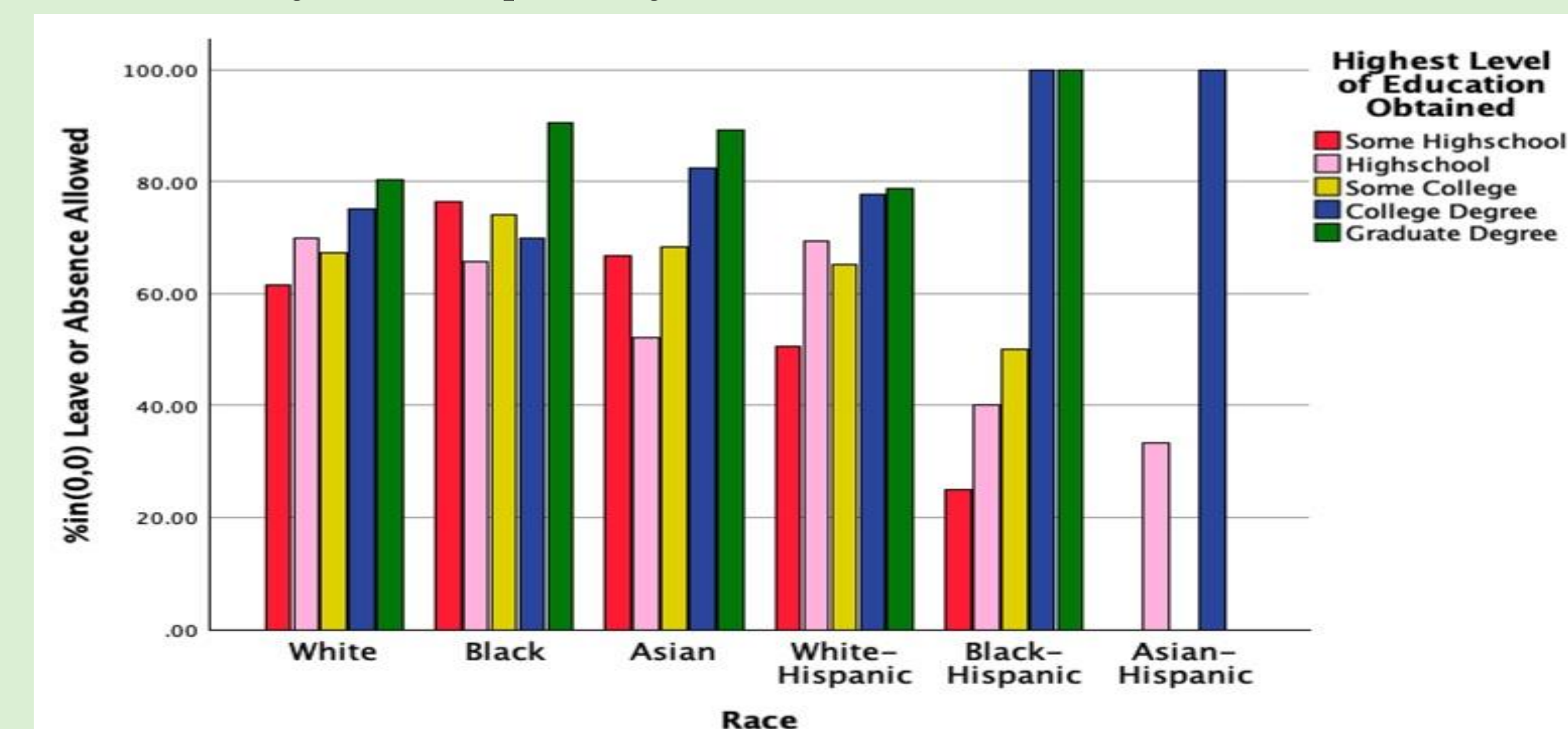
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## Hypothesis and Analysis

**Hypothesis 1:** Among respondents of the Survey of Income and Program Participation (SIPP), mothers who took paid maternity leave, will be lower in count than mothers who took unpaid maternity leave.



**Hypothesis 2:** Among respondents of the Survey of Income and Program Participation (SIPP), mothers with a higher level of education, will have a greater total percentage of leave allowed than mothers with a lower level of education.



**Hypothesis 3:** Among respondents of the Survey of Income and Program Participation (SIPP), mothers with a higher level of education, will have a greater total percentage of paid maternity leave than mothers with a lower level of education.

