

Motherhood Penalty as a Sociological Concept

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The society functions under the impact of a diversity of factors that result in the inequality of its members. For example, the wage gap is one of such inequalities. Nevertheless, the wage gender gap, which is traditionally observed between male and female employees, has another aspect. Thus, there is an issue known as the "motherhood penalty," which appears when a female employee with a child or children becomes less competitive on the labor market compared not only to male colleagues but females without children as well. This paper describes the importance of the concept of "motherhood penalty" for sociological theory, relates this issue to the feminist theory, and analyses the results of a laboratory experiment dedicated to motherhood penalty consequences for employment in comparison to those of fatherhood.

Correll,¹ Benard and Paik (2007) conduct a survey to reveal the existence of the wage penalty for mothers. The study attempts to check the impact of motherhood on the employment opportunities of a woman. The study is related to some sociological theories. First of all, it is connected to a feminist theory, which is one of the important directions in contemporary sociology. It is explicit throughout the article, mainly in the aspects where the meaning of motherhood and fatherhood are involved. Therefore, the work by Correll, Benard, and Paik (2007) can be included as the "sociological theory canon" due to a number of reasons.

The major factor for the importance of the mentioned study is its discriminative character. For instance, there is evidence that mothers on the whole and young mothers, in particular, have fewer chances for successful employment than their male rivals or females without children. Therefore, it is discrimination not only by gender but by the social position. Mothers are evaluated as employees that are less dedicated to their work and demonstrate less competence and commitment. Also, their competency rating is estimated to be 10% less than that of non-mothers (Correll, Benard, & Paik, 2007). Moreover, the starting salary of mothers is traditionally lower than that of non-mothers and fathers. The complex of these factors creates the concept of a motherhood penalty.

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AW Rasmussen



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