

Parental pay gaps:
diverging effects
of children on the
wages of women
and men



Why? Research rationale

Gender pay gap in Ireland 9% mean hourly pay 23% mean weekly or annual (Wilson, 2020)

Presence of children is a contributing factor

Many different aspects of the GPG connected to parenthood and/or caring responsibilities: age, flexible working, occupational segregation

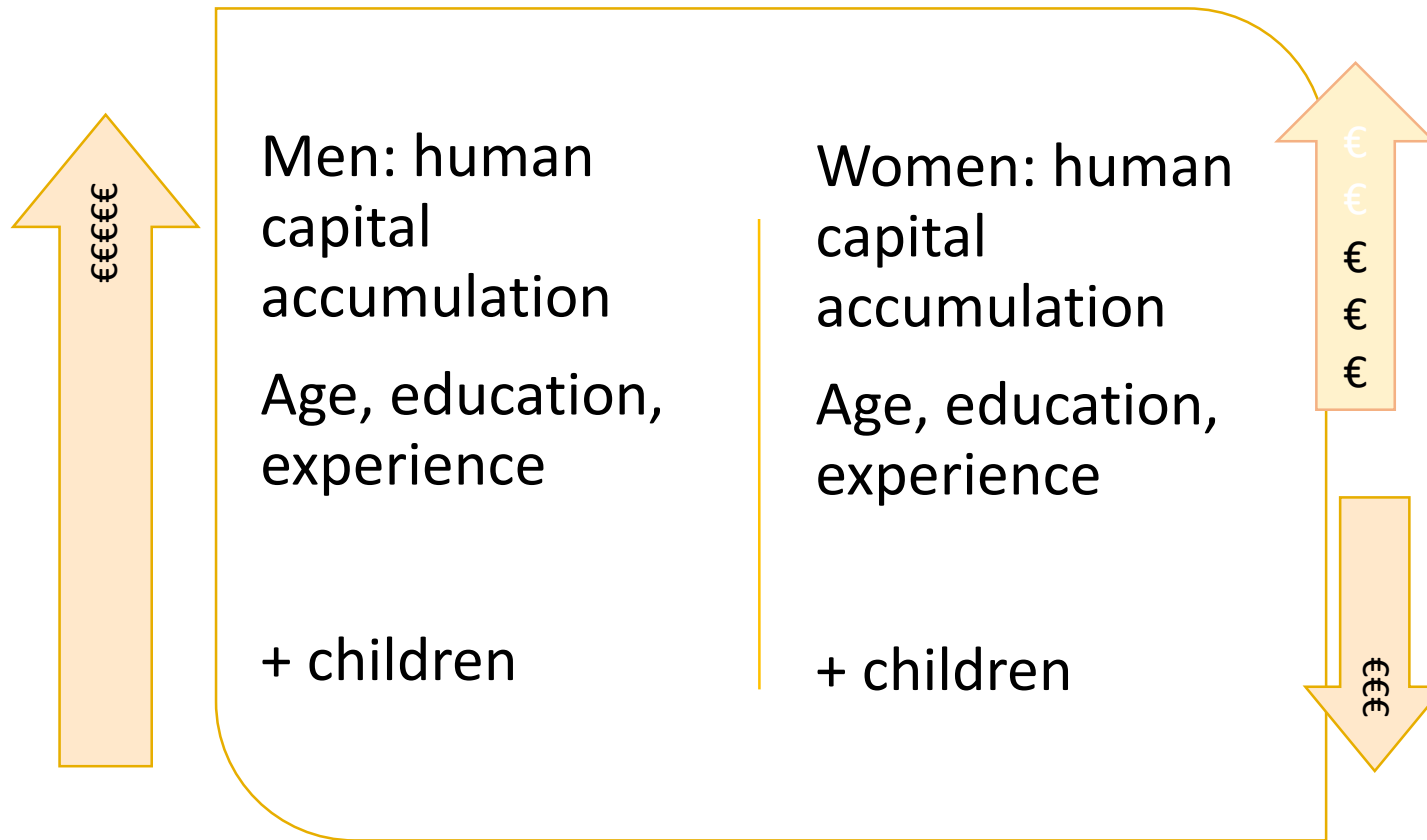
Ireland as a particular context for gendered work-family conflict: high childcare costs, a legacy of male breadwinner cultural norm and preferences, incompatible school scheduling...etc

Research questions



- Is there a motherhood pay gap in Ireland?
- Is there a fatherhood pay bonus in Ireland
- Do these effects widen with increasing numbers of children?

What are parental pay gaps?

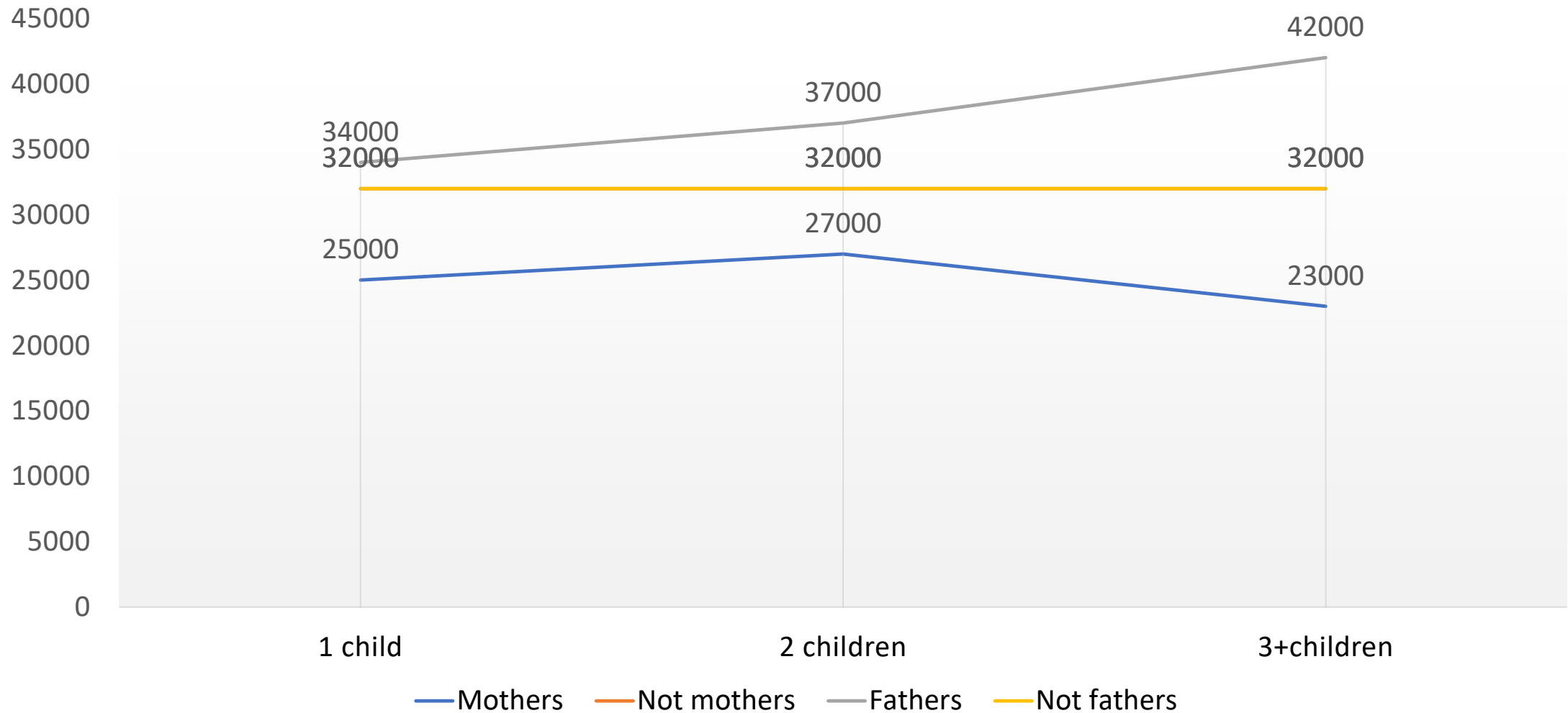


Data and sample

- Survey on Income and Living Conditions Ireland 2020
- n = 1, 743 employed women and 2, 042 employed men
- Cross-sectional analysis
- Dependent variable: **annual** wages
- Independent variable: parental status (children under 18, or not) and number of children (constructed variable for 1, 2 or 3+ children)
- OLS & Heckman self-selection models

Descriptive findings – annual median income from employment

Wages of men and women after children (€)



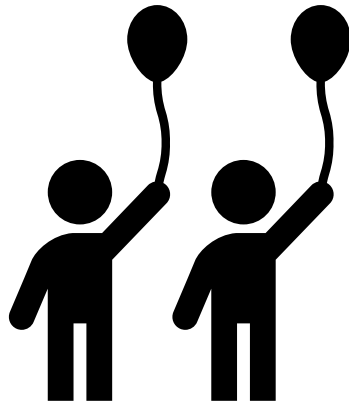
Regression results

- Univariate (variable: 1, 2 or 3 or more children, no controls)

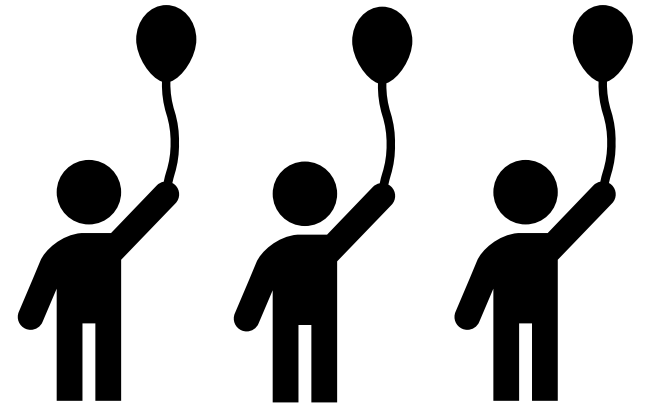
-21% for women
+ 25% for men



-12% for women
+ 27% for men



-29% for women
No effect ($p > .05$)



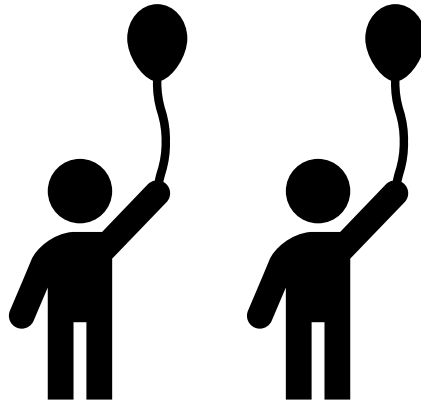
Regression results

- Multivariate (Heckman) models: (controlling for age, education, occupation, industry and household wealth plus control for self-selection into the labour market)

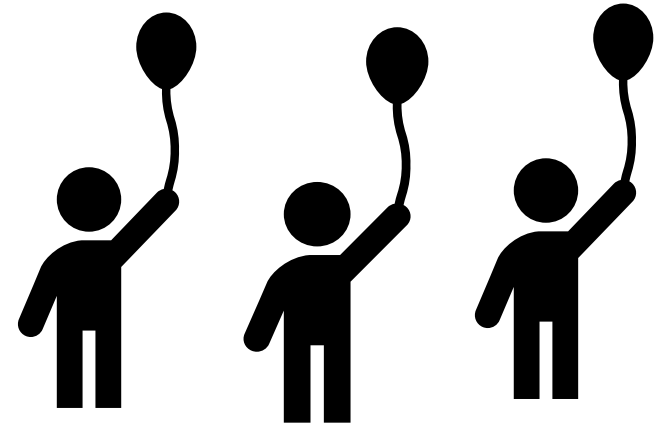
-12% for women
+ 32% for men



-12% for women
+ 32% for men



-25% for women
+20% for men



What results show

The wages of women and men begin to diverge after the birth of children and the effects widen with additional children

Significant motherhood wage penalty and fatherhood wage bonus in unadjusted median annual income and in standard OLS wage estimations

Effects are not reduced when accounting for age, higher education, professional, semi-professional, technical and skilled occupations, higher-paid industries or other wage-influencing factors

What results show



Parental pay gaps lie at the root of wider gender pay gaps

Associated with changes to women's working arrangements after the birth of children

Men benefit from uninterrupted accumulation of human capital regardless of parental status

Limitations of study: no wage decompositions, annual wage at one point in time, waged employees only (underestimation, not including women out of the labour force)