

Fatherhood Premium Affect Employees in the Workforce in the United States

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Abstract

This template explains the fatherhood premium affecting the workplace environment in the United States. It first outlines the harmful effects on the current workforce, which expands the gender difference gap. The template later demonstrates the cause of fatherhood premium and lists out two suggestions for improvements shortly.

Keywords

Fatherhood Premium; Motherhood Penalty; Glass Ceiling; Gender Stereotype.

1. Introduction

Fatherhood premium is a kind of workforce premium, which means that married fathers might have higher wages and a more significant opportunity to be promoted in three years than other employees. This benefit might be substantial in a family where the father is the majority financial supporter of the family while the mother is the caregiver. The fatherhood premium adversely affects situations where non-biologically related fathers do not benefit, and mothers suffer wage penalties. These problems are caused by gender stereotypes that existed when human civilization first appeared and continue today. Switching the fatherhood premium into a breadwinner bonus or getting rid of the motherhood penalty but keeping the fatherhood premium are both possible alternatives to reduce the effect of the fatherhood premium in modern society.

2. Current Effects

First, the fatherhood premium only applies to biological-related fathers before minority groups. In all careers existing in today's job market, it is commonly believed that people who have the most vital capacity become group leaders. Still, when fatherhood premium gets involved, things become different. Fathers are the ones who become the leader easier than overall employees. From Killewald's research, if one is a biological father of the family, he will receive approximately 4% of wage gains.

On the contrary, unmarried fathers, stepfathers, and noncitizen fathers do not receive the bonus (1). The research presents an obvious result: fatherhood premium takes a prominent place in the Workforce because the employers are willing to give higher wages to those biological fathers. However, something needs to be considered because there are enough families that only single or none of the parents are biologically related to their children in the United States society. In other words, fifty percent of families do not have the 4% wage bonus and promotion opportunity, from which we could see that the fatherhood premium does not support most families.

Second, when the fatherhood premium exists in the job market, mothers along the way are suffering from the motherhood penalty at the same time. The motherhood penalty has a reverse meaning from the phrase fatherhood premium; employed mothers receive a wage penalty, only

less than five percent of opportunity to get a promotion, and less than ten percent of chances receiving a leadership training course. In other words, women employees would have a glass ceiling to stop them from becoming a leader. According to Correll's study, workplace disadvantages are experienced by women, especially in those jobs that are associated with gender. Based on Budig and England Anderson et al., on average, 5% of child wage penalty was taken by mother employees. During the two recent types of research, occupation factors and citizen identity issues have been controlled (qt. in Correll et al. 1). From the data above, there is a clear explanation concerning how mothers are affected by the motherhood penalty. When a father and a mother work in the same company, live in the same apartment and have the same job title, the wage would be higher for the man than for the woman. In the past few hundred years, it has been found that most of the fathers have become the primary financial supporter in the family. However, when a mother becomes a single mother, a mother without marriage, or a foreign worker by herself, she has no choice but to become the family's primary or only income supporter. She would be facing a situation where she cannot get enough wages to raise her children or ensure her living quality. In this case, the motherhood penalty makes it hard to make a living for mothers who put all their efforts into their jobs and need to raise a family but receive different wages compared to men.

3. Cause/Reason

The following aspect mainly causes the existence of a fatherhood premium. Female parents have an original or natural role of staying at home and taking care of both children and elders. This kind of gender stereotype is formed along with building our human civilization. In Christopher's words, echoing themes from the literature on Mothers of color (Collins), it is advised that taking care of children should be an active event in a mom's more extensive community (86). It has become common sense that men are the ones to stand up and be selected as leaders, while women should be the ones staying in the kitchen, the back of the house, and organizing everything tidy for the men. These kinds of stories, movies, news we have heard, and thoughts we have received for thousands of years is called gender stereotype. Therefore, it would not be hard to understand why celebrities and scholars created the fatherhood premium and motherhood penalty. A gender stereotype is a leading cause of why this kind of gender decision premium exists.

Moreover, on the aspects of men, one is thought to be more responsible after becoming a residential and biological father and can become a firm leader. Having a child means that a young man becomes a father, and as his identity changes, people will change their attitudes. Fathers are thought to be more responsible than other family members. Based on Killewald's research, a father's fatherhood identity is the response by the job market according to how the fatherhood identity differentiates from their other identities. The comparison would exist between fathers and caregivers as well (98). The writer discusses how to identify fatherhood identity differently from others from the evidence above. But after the job market gives out identifications that the male employee is a father and has a fatherhood identity, he would be confirmed to earn higher wages, have more opportunities to receive a higher level of education, and be promoted much more quickly. Therefore, when a young man becomes a father, he would be checked whether he has a typical father's identity. If this has been proven, the fatherhood premium would be given to him.

4. Solution

The potential solution would be transferring fatherhood premium into a bread-winner bonus instead. Fatherhood premium brings numerous disadvantages in society, the tip becomes a gap that needs to be bridged, or other men and women would always be considered differently in

the workforce. Without a doubt, the fatherhood premium needs to be gotten rid of, but at the same time, most American families need the benefits to support their daily output. Bear and Glick point out that breadwinning mothers receive a breadwinner-bonus for income and occupational training. Those mothers do not have specified caregiving roles, and they earn the same as fathers (782). This is an essential point that mothers are being admitted by some companies that they could be the family's breadwinner. In this case, they share an equal benefit with fathers, which supports the opinion that women could also help the family and support society. After the fatherhood premium transfers to the breadwinning bonus, we could ensure that every family has a person who owns the benefit and supports the family's financial situation. Whether it is a re-constructed family, a single mother with kids, a single father with kids, or non-biological parents, there would be no outer genetic issues such as gender or blood-related relationship that can stop a family member from being a member winning the bonus.

Another solution would be keeping the fatherhood premium, but the motherhood penalty needs to be removed and transferred into a care-working benefit. It has been over a century for calling men and women should be equal in the workforce. Still, from the results, we need to admit that the gender expectation and traditional gender roles will not change so quickly, which means there might be some urgent solution. Fatherhood premium can be kept because most of the family income supporters are fathers, but at the same time, mothers could gain care-work benefit in their career. It means that moms can have more vacations to take care of children in an emergency. Bear and Glick's study give out results from two studies. When a family contains a mother being the leading financial supporter and a father who takes care of the children, there would be a breadwinner bonus for the mother. At the same time, the father would not be receiving the penalty on his workforce (786). From the research and the study that has been done before, it would be obvious for us to find that when the traditional gender role has been transferred to opposite gender role, the fatherhood premium, or you could say breadwinner premium also exists on women employees. If the female employee is the prominent income supporter of the family, she would also gain equal opportunity on higher wages, and it might be easier to get a promotion. At the same time, according to the evidence above, it is said that when the father becomes the one who takes care of children and elders, they will not receive a work penalty. Therefore, any firm could cancel the motherhood penalty without receiving a high financial cost. It would work the same when a family with traditional gender roles are employed workers.

5. Summary

In conclusion, it is stated that the fatherhood premium does exist in the United States, and this premium needs to be canceled. It brings out two adverse effects: non-biologically related fathers do not share this kind of premium, and the penalty is given to female caregivers. The gender stereotype existing for thousands of years has affected modern society. Changing the tip into a breadwinner bonus or deleting the penalty but keeping the fatherhood premium would balance this situation.

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