

Session 2019	Page 1/1
Examen : BTS Management des Unités Commerciales Épreuve orale de langue vivante étrangère : ANGLAIS (LV1)	

## Welcome to the working mother penalty: less pay for work that costs you much more

Attention, women! Here is another piece of research telling us what we already know, but are too busy doing un/underpaid work to do anything about. This time, it is that part-time work, most of which is done by women with young children, plays a major role in the gender pay gap, according to the Institute for Fiscal Studies.

5 What is that noise? It is the sound of millions of women smacking their foreheads while writing an email and bouncing a baby on one hip. And feeling guilty. And knowing that, by the time their baby is 20, they will earn far less per hour than similarly educated men.

10 There is no pay progression if you work part-time – and I say this as a mother of two children under five who last got a pay rise in 2007. Despite being an integral part of the workforce (the number of working mothers with dependent children has risen by more than a million in the past two decades), we are not being paid according to our experience. We are unable to rise to senior positions because these tend not to favour flexible working. If we happen to be graduates, the penalty is greater still: the  
15 wage gap has not decreased in the past 25 years for the highest-educated women. Female graduates earn around 22% less per hour than male graduates.

20 Many women with young children know all this through bitter experience. They know the stress of returning to work following maternity leave. The panic of slipping down the career ladder because of the inconvenience to society of having a child. The frustration of squeezing part-time work into an already overstuffed life. And, finally, being paid less than you deserve for work that, on every level, probably costs you more.

By Chitra Ramaswamy, adapted from *The Guardian*, February 5<sup>th</sup>, 2018