

**Economics**  
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**2020**



**SOUTH ASIAN UNIVERSITY**  
**FACULTY OF ECONOMICS**

**Webinar**

***Gender Norms and the Motherhood Penalty:  
Experimental Evidence from India***

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**Date:** November 20, 2020  
(Friday), 4.30 pm

**Meet id:** [meet.google.com/ptd-hcvt-yzo](https://meet.google.com/ptd-hcvt-yzo)

**All are Welcome**

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**ABSTRACT**

This paper uses a field experiment to study the effect of perceived gender norms on the motherhood penalty in the Indian labor market. We randomly reported motherhood on fictitious CVs sent to service sector jobs. We generated variation in gender norms by signaling community origins of applicants. Employers are less likely to callback mothers relative to women or men without children. Mothers from Northeast India experience a smaller motherhood penalty and those of matrilineal origin face no penalty, unlike those of patrilineal origin. We discuss findings in relation to the influence of ethnicity, the Indian context and theories of discrimination