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The Wage Gap

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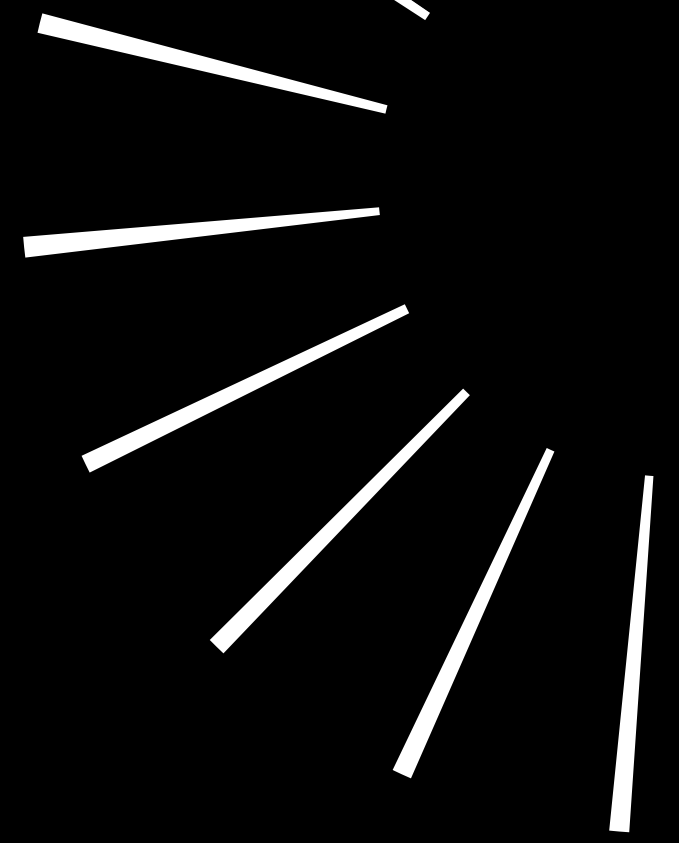
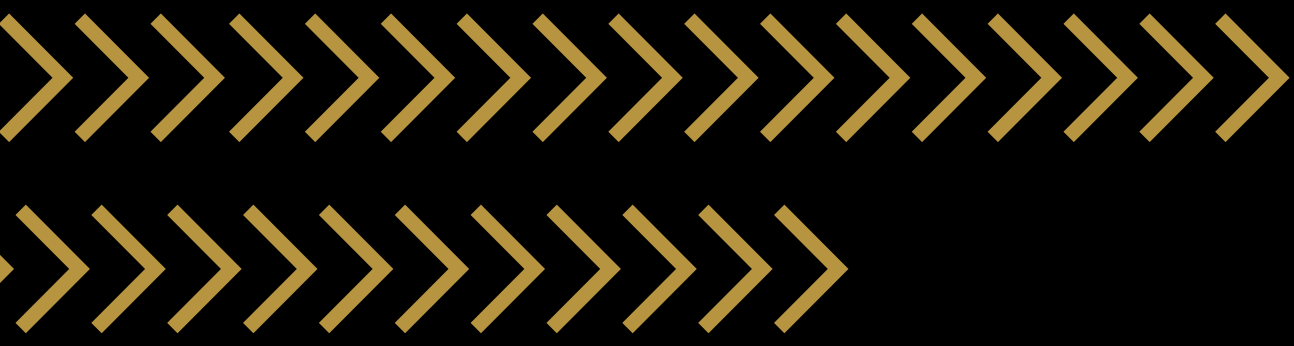


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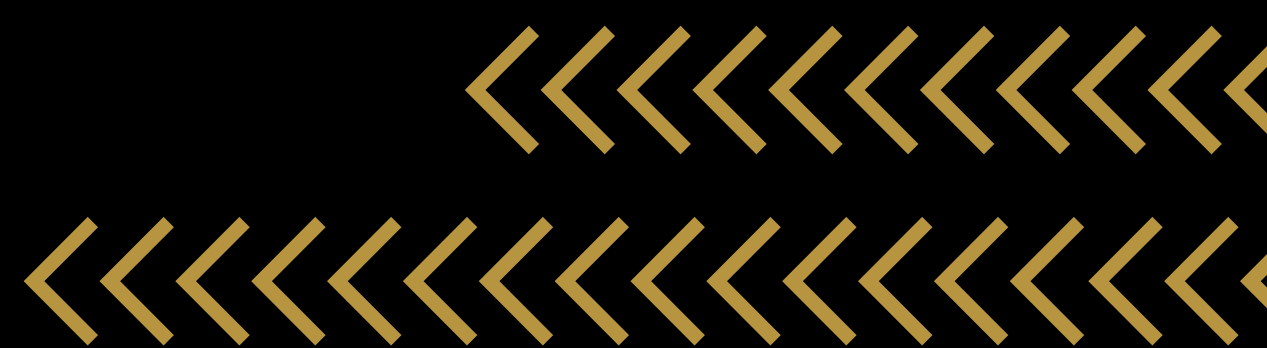
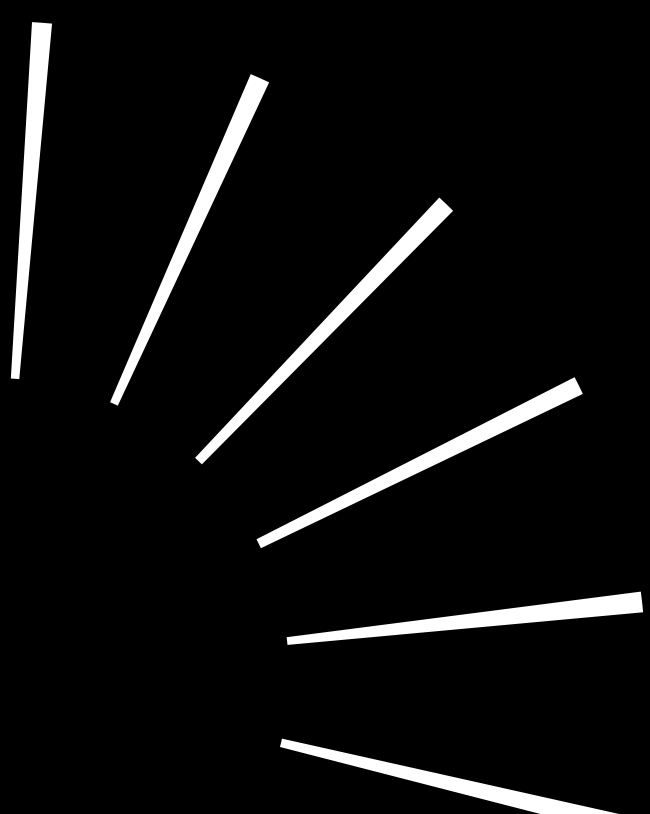


The Wage Gap

When WOMEN Earn More.....

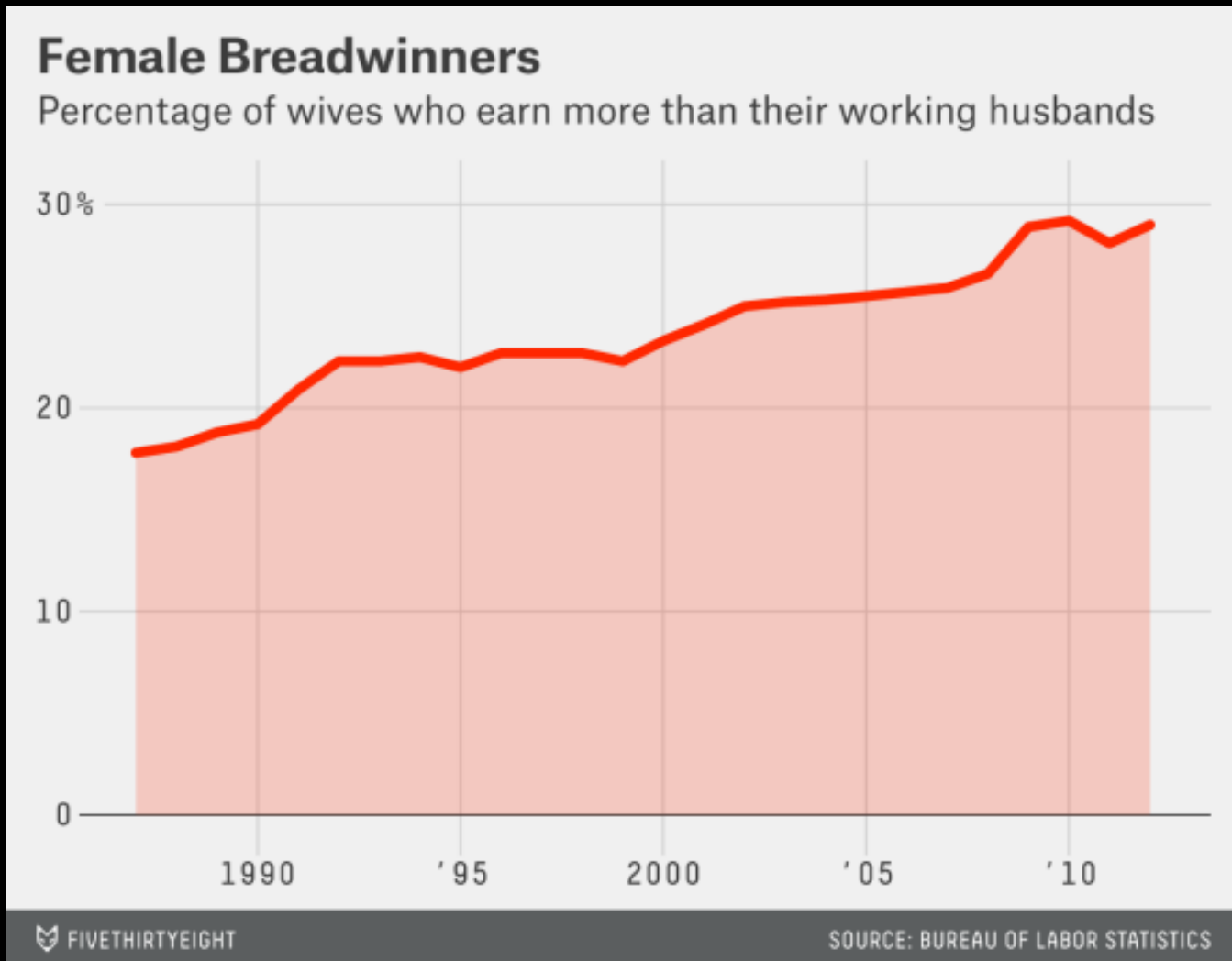
HOW DO THEIR MALE PARTNERS HANDLE IT?

By: Navjoat Kaur

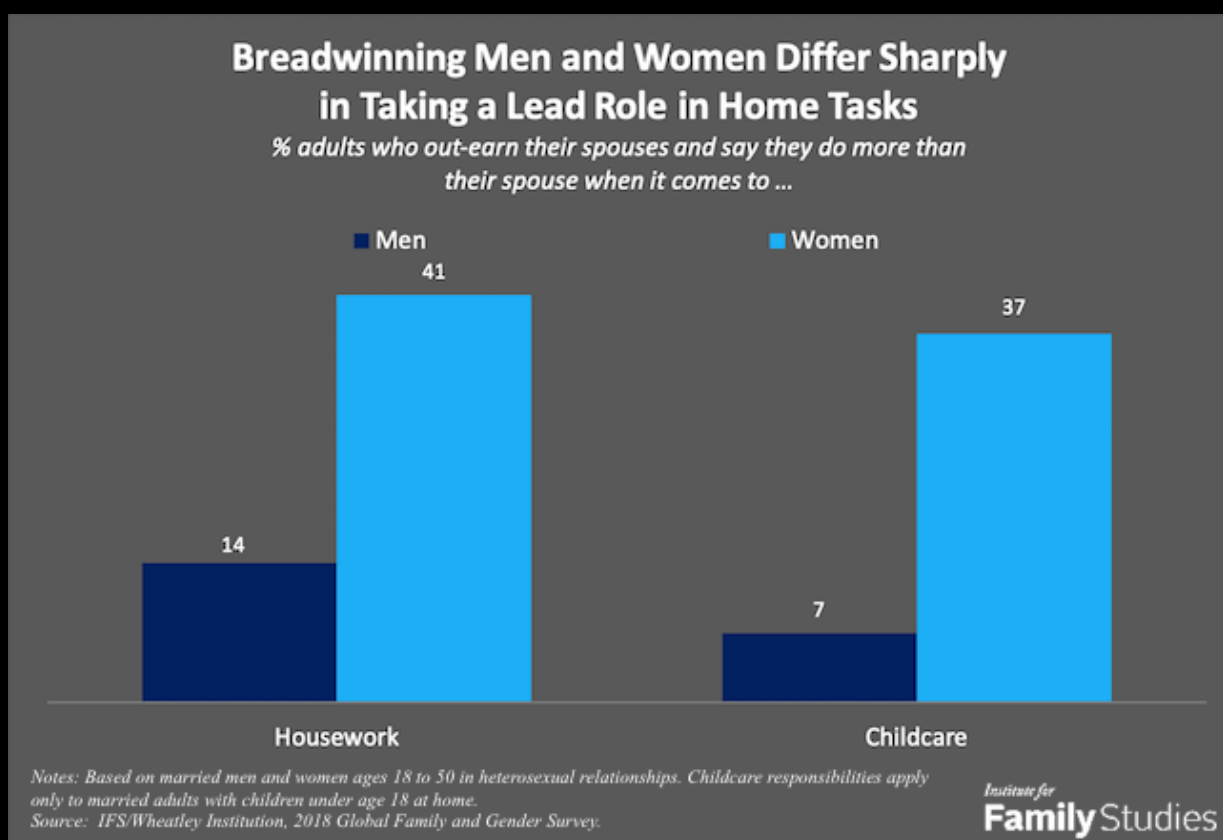


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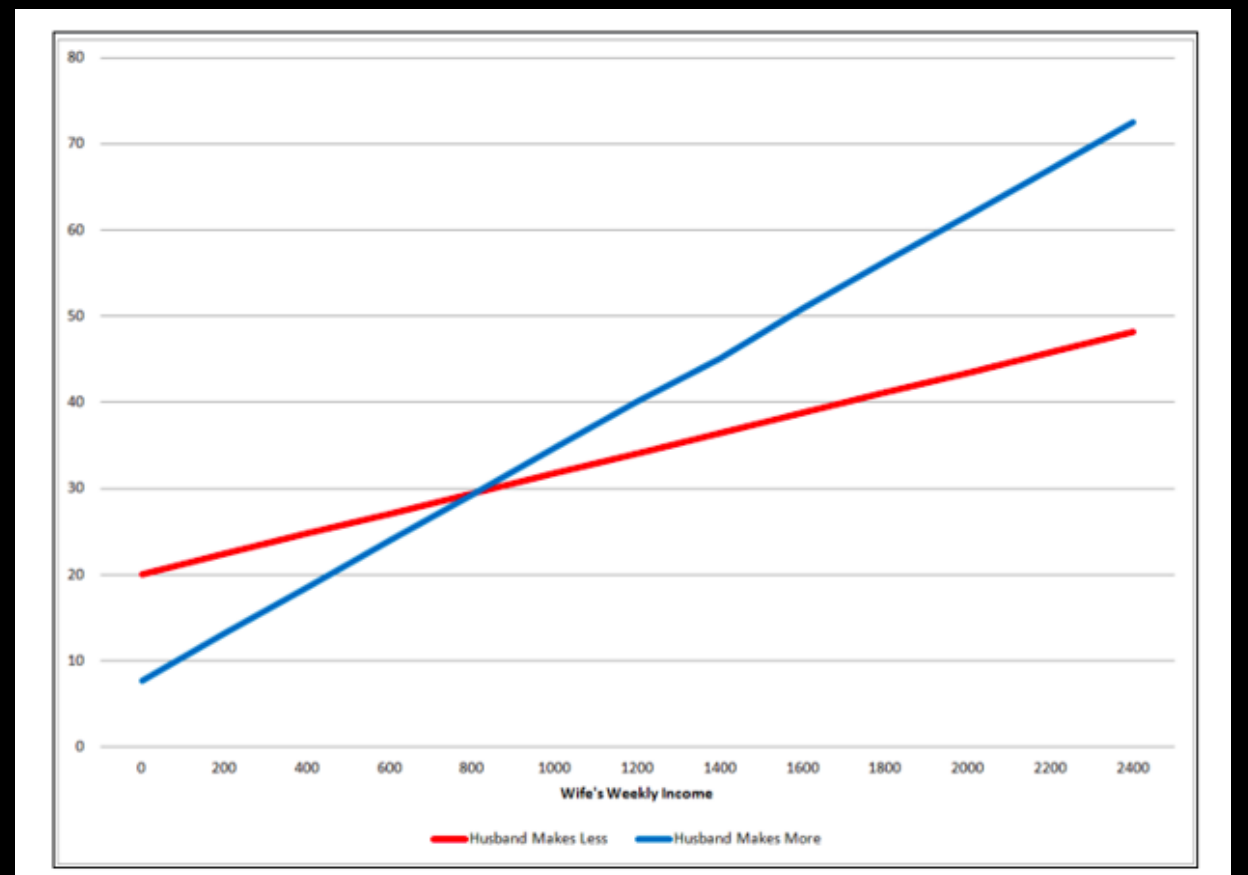
3 IN 10 MARRIED WOMEN MAKE MORE MONEY THAN THEIR SPOUSES



This graph shows how the percentage of women who were the primary providers for their families has increased throughout the years. In 2014, 29% of the women earned more than their husbands.



But even when women are the primary breadwinners for their families, they are still doing more housework and caretaking of kids than men who are the main income source of a family. Women are expected to handle both of these things, whereas, men are only expected to focus on providing (earning money).



Men who earn less than their wives tend to do even less domestic work compared to men who earn more than their wives.



Money is something that often causes issues between couples, but in most of the relationships, it's the male partner who is earning more. What happens when those roles are switched?

AKA Female breadwinners' "happiness penalty"

- Husbands reported that having their wives earn more than them made them feel inadequate.
- Husbands reported that because their wife was the primary provider, their children looked towards the mother when it came to matters of money; husbands felt that they no longer had any control on the decision making regarding money.
- Husbands reported feeling underappreciated and insecure. They felt as if they had lost their family and friends' respect.
- Husbands expected their wife to do all the housework and take care of children, and didn't like it when their wives asked them to do those things.
- Both, husbands and wives, exaggerate the husband's earnings and diminish the wife's.

- "confusing to assume the traditional male role" (The Atlantic, 2019).
- "difficult to shake society's gender norms" (The Atlantic, 2019).
- "fighting over housework, childcare and emotional support" (The Atlantic, 2019).
- having to trust the care of the children to the husband, especially when the husband wasn't really much involved in this aspect of marriage and fatherhood before the new job of the wife
- husband wasn't supportive of the new job which lead to tension in the relationship because the wife often had to walk on eggshells around him
- wives are often told/asked to quit their jobs and "focus on the important work" (The Atlantic, 2019).
- women go through and are aware of the double standards between male and female breadwinners but often put up with them to keep peace and happiness in the family.
- female breadwinners also often feel that they are expected to just hand over their income to their husband so that he can make decisions regarding spending money which makes them feel that they have no control over the money they have earned.

THE IMPACT OF BEING THE PRIMARY BREADWINNER

a third of the women interviewed indicated that fights over domestic responsibilities increased alongside their salaries. Infact, many female breadwinners pick up the majority of domestic responsibilities in addition to their professional workload to assuage their husbands' feelings of emasculation

Men are expected and taught to have the ultimate decision when it comes to money or things relating to money, so when they are the ones earning that money, it's hard to let their wife be in charge of this aspect of their marriage.

"When the gender norm is violated, there is some compensating behavior to try to undo some of the utility loss experienced by the husband" (The New York Times, 2018).

A lot of societal and cultural pressure on men to be the family breadwinner.

SOCIAL NORMS SHAPE ANSWERS

Expectations of Traditional relationships in a Non-traditional reality

There's still that social stigma of a father taking care of the kids. He may make the uneconomic decision to keep working and pay someone for expensive child care.

gender equality for women still lags in the realm of their own home

THE SOCIETAL EXPECTATIONS OF WOMEN STILL INCLUDE TAKING CARE OF THE HOUSE AND THE KIDS BY THEMSELVES

BIBLIOGRAPHY

Bond, C. (2018, July 12). How To Make A Marriage Work When You Earn More Than He Does. Retrieved from https://www.huffpost.com/entry/female-breadwinners-marriage_n_5b3ef51fe4b09e4a8b2b780c. This article focused on looking at the struggle couples go through when the wife earns more, and includes some personal examples of women who are in their situation. It also focused on some steps that could be helpful for couples in this situation, but those weren't used in this project.

Bureau of Labor Statistics. (2017, November 1). Women in the labor force: a databook : BLS Reports. Retrieved from <https://www.bls.gov/opub/reports/womens-databook/2017/home.htm>. This data book published by the BLS focused on the statistics of working women and also on different factors that come into contact with the labor force. It also focuses on how women have gradually started to go into fields that are not traditional female and what different factors have helped them accomplish this.

Chalabi, M. (2015, February 5). How Many Women Earn More Than Their Husbands? Retrieved from <https://fivethirtyeight.com/features/how-many-women-earn-more-than-their-husbands/>. This article focuses on the statistics of how many women earn more than their husbands, and how that number has gradually increased since women have been able to go out and work. It also looks at how happiness and income connect and how this pay gap creates additional stress on personal health and relationships.

Hartwell-Walker, M. (2018, October 8). When Women Earn More Than Men. Retrieved from <https://psychcentral.com/lib/when-women-earn-more-than-men/>. This article mostly focuses on the reasons why the percentage of women who are earning is increasing and how that impacts the personal lives of those women. It also talks about how unfair and unrealistic is to expect those women to also fit into the role of a traditional wife.

Heggeness, M. (2019, July 16). Shhh....I Make More than My Husband. Retrieved from <https://www.census.gov/library/stories/2018/07/wives-earning-more-than-husbands.html>. This article focuses on the way the dynamic between a husband and a wife changes when the wife starts earning more than her partner, and because of this change in dynamic, the way couples reports theirs or each other's income also changes and it is usually in favor of making the husband's income look bigger and reducing the wife's income.

Khazan, O. (2016, October 26). The Only Chore Men Will Do Is Cook. Retrieved from <https://www.theatlantic.com/health/archive/2016/10/the-only-chore-men-will-do-is-cook/505067/>. This article's focus was on how men often feel emasculated when their wives earn more than them and how this leads to them doing even less domestic and care taking work compared to when they are the ones who are earning more. The article also points out that there are some household activities that men are more likely (cooking) to do than others (cleaning etc.)

Miller, C. C. (2018, July 17). When Wives Earn More Than Husbands, Neither Partner Likes to Admit It. Retrieved from [tps://www.nytimes.com/2018/07/17/upshot/when-wives-earn-more-than-husbands-neither-like-to-admit-it.html](https://www.nytimes.com/2018/07/17/upshot/when-wives-earn-more-than-husbands-neither-like-to-admit-it.html). As the title explains, this article focuses on both, husbands and wives', but especially husbands', reluctance to admit that their wife is earning more and contributing more to the household. It also looks at the reasoning behind this and found that it's because both, women and men, still want to act according to the traditional gender roles.

Rao, A. H. (2019, May 12). Even Breadwinning Wives Don't Get Equality at Home. Retrieved from <https://www.theatlantic.com/family/archive/2019/05/breadwinning-wives-gender-inequality/589237/>. This article seems to focus on the inequalities that women, especially women who work, have to face at home. It also talks about how women are getting more and more equality in the workforce but the topic of equality at home seems to escape everyone, mostly because the activists themselves view housework as not being a significant work.

Sundell, H., & Offit, T. (2019, February). I'm The Breadwinner In My Relationship - And It's Complicated. Retrieved from <https://www.refinery29.com/en-us/what-its-like-being-the-female-breadwinner>. This article shared different women's stories who were having issues in their family because of their status as the breadwinner. Those women shared how the job, the domestic work and the tension in their relationship with their spouse and parents impacted them and how they still struggle with not fitting the traditional gender roles.

Wang, W. (2019, June). The Happiness Penalty for Breadwinning Moms. Retrieved from <https://ifstudies.org/blog/the-happiness-penalty-for-breadwinning-moms>. This article discusses how women seem to be punished at home for earning more money than their husbands, and this increases if the couple has children. It also talks a bit about the happiness levels of men and women with themselves and each other when women are the primary income source.