

## **Gender & pay equity: The domestic twist**

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### **ABSTRACT**

Through a series of studies, we demonstrate a gender wage paradox in that women want primary wage status relative to their male colleagues at work (wanting to earn as much or more), yet secondary wage status compared to their husbands at home. Women also experience more conflict than men when integrating their gender and professional identity roles. We develop a scale to measure how in/stable individuals believe gender roles to be and show that beliefs about the immutability of gender roles contribute to this gender wage paradox. Specifically, when women believe gender roles are fixed, they are more likely to hope and expect that their spouse earns more than them, even after controlling for a number of variables including: own wage preferences, subscription to traditional gender role beliefs, and preferences to stay home and care for children. We discuss theoretical and practical implications of these findings for gender roles and women's advancement.