

## Killewald Interview Transcript-Edited

Meredith: (00:05)

Hey guys, I'm hanging out with my good friend, new, good friend, professor Sasha Killewald. How are you, Dr Killewald. Good to see you.

Sasha: (00:13)

Good. Thank you. Thanks for making this time to talk with me.

Meredith: (00:16)

I know. Well I've, you know, I think I told you earlier, like you're my rock star. I've been reading your stuff and I'm dying to show the world essentially the impact of what you're doing, especially all the female breadwinners that I know and work with that are out there that don't really have any guidance of what's normal and how things work with other couples. So I'm hoping we can really do some cool deep dives today and you can get to the bottom of what you're seeing since you are to kind of go through this. So you, you're at Harvard University, sort of the preeminent institution in this country. And you've won multiple awards for your teaching and your research.

Meredith: (00:57)

Right? So now I want to brag on you a little bit. You can just smile.

Sasha: (01:01)

Okay, perfect.

Meredith: (01:02)

Yeah, exactly. So, um, the Karl Award of excellence and teaching at Harvard and the William Julius Wilson Early Career Award from the ASA, which is the.

Sasha: (01:13)

American Sociological Association.

Meredith: (01:17)

Yeah. So thank you. Okay. So let's start, tell me about your research and your teaching and just tell me about what you're doing.

Sasha: (01:25)

Sure. So my research uses quantitative methods to study inequality in the contemporary United States. And my research, connects, I think in that same way to my teaching. So when I teach, I teach a course about social inequality and then I also teach statistical methods for social scientists, uh, both to undergraduates and to graduates. And then more specifically, a lot of my work focuses, as you just alluded to on how work and money and gender and family all come together, particularly for American couples.

Meredith: (02:02)

Got it. So talk to, so you said you have somehow like created math out of this sort of qualitative thing. How does that work?

Sasha: [\(02:12\)](#)

Sure. So I'm very fortunate and social scientists are fortunate that there are actually a lot of publicly available datasets that are nationally representative samples of sometimes American individuals, sometimes of households. And so we can use that quantitative data which asks things about how much you earn and how much you work and what kind of work you do and when you got married and how many kids you have and all those kinds of things to try to understand on average for Americans, you know, how do, how does their earnings affect their housework? How does marriage affect their wages, things like that.

Meredith: [\(02:48\)](#)

So what were some of the findings on some of these studies that you've been researching? That's a surprise, but what generally overarching.

Sasha: [\(02:56\)](#)

Sure. Well, one of the things that comes through very clearly in the research, and this is not just my research, it's a robust finding in the literature. Is that surprising? No. Actual person. I think women and men on average don't divide their time in the same way. So on average women in different sex couples tend to spend more time in unpaid labor. So housework and childcare than their male partners do. Whereas male partners on average spend more time in paid work and there are economic consequences of that difference also. So men also tend to have higher wages than women do in part because of how they spend their time differently.

Meredith: [\(03:40\)](#)

So what broader implications do you see with that? In terms of, I mean, I know those are like the statistics, but sort of offshoots or implications of that?

Sasha: [\(03:52\)](#)

Yeah, I think so. I think one finding that comes up fairly consistently I think is the enduring role of the male breadwinner ideal. And I actually think that, again through my, where research but also other social scientists, it's not that women have it easy, but there has been somewhat more expansion of what are appropriate models of how to combine employment and family for women. So we know women who spend time at home following the birth of a child, oh, we know women who work full time. We know women who are out for awhile and then go back to work. We know women who work part time but just like have a lot of variation. But when it comes to husbands full time, consistent work has still really remained the norm. And I think that's something that wasn't forefront in my mind until I started doing this research. And I think to me it really suggests that I often think a lot about how these gender norms, constrain women and the implications for women, which are real and are often economic in nature, but men are also constrained by these norms that men may want to spend more time with their kids and they're able to, but we don't really have that flexibility, I think built into our ideals of successful masculinity.

Meredith: [\(05:14\)](#)

Right. And I think we're starting to see more like paternity leave and things like that. It's becoming more socially acceptable at perhaps more progressive employers, but I'm sure that this is sort of a trickle down effect or maybe it's a bottom up effect until people put the policies in place, it's not okay socially to accept these norms.

Sasha: [\(05:37\)](#)

Yeah. And frankly maternity leave is like the tip of the iceberg. So I don't have kids myself and my understanding of that they're needs don't stop at like 12 weeks old. Right? And so when we think about the kind of employer granted leave, it's just the bare minimum of all these accommodations that parents often have to make to their work lives in order, develop these tiny human beings that are our needs so much attention. And so, you know, when we think about how much time women spend, and it's not just that FMLA mandated leave at the beginning, it's often moving to part time or cutting back hours or moving to a different kind of job, maybe not taking a promotion that would have required too much travel. Those things are really longterm. And another part of my research works to just highlight how much women's employment is effected throughout the entire childbearing process, not just during infancy of their children.

Meredith: [\(06:34\)](#)

So share more with that. So, how so?

Sasha: [\(06:39\)](#)

Sure. So again, I think this points to the heterogeneity of women's experiences combining parenthood with employment. So it's, it's common for women to pretty much work consistently full time after their kids are born. That's broadly speaking, I think that's the modal experience, but there's another group of moms that cuts back to part time and kind of stays there consistently while they raised their kids. And then there's another group that's largely disconnected from the labor force for the entire 18 year period. And then there's some folks in between who may be are out until the first kid hits kindergarten or maybe out until more like middle school. And again, compared to men, we see more of that variation in trajectories for women. Some of it is by choice. And some of it of course is due to the realities of the labor market. So some of the women who aren't working full time wish they could but can't find a job.

Meredith: [\(07:39\)](#)

How do you think this translates to power in a relationship?

Sasha: [\(07:43\)](#)

It's a great question. So there's a long line of research that's wondered about the rule of bargaining within a relationship. And bargaining of course, can be, it can be anything, right? So it can be, I'll make you a deal, I'll do the dishes. If you'll, you know, do the laundry or whatever. But when we talk about this, in the context of money in households, one question is whether the partner who has more bargaining power can basically make the other person do all the housework. So the idea of this theory is nobody wants to do the housework, but the person who's less financially dependent on the marriage has more power and can bargain out of their share of the housework. So social scientists have often looked at this by saying, does the partner who has higher earnings or higher wages tend to do less housework? And I think maybe there's some evidence for that, but more compelling to me is the fact that when women earn more, they just don't do as much housework. It doesn't really appear that their husbands do anymore housework. So I think that casts, a little doubt on the bargaining process as the most important thing.

Meredith: [\(08:59\)](#)

Almost like creating a control group there.

Sasha: (09:02)

Yeah. So you know, if she's not doing it, you might think, well he must be doing, it doesn't really look that way. When.

Meredith: (09:11)

Housekeeper expenses just going up.

Sasha: (09:13)

Right? So you might say, okay, well maybe she's paying someone else. And there is evidence that when women earn more money, they spend the household spends more on household services, like paying someone to clean the house. But, some of my research suggests that that's not even the biggest part of the story, it does explain some of the relationship, but I think there's another possibility, which is my preferred story, which is the live in the dirt hypothesis.

Sasha: (09:43)

You know, you can decide to pay someone else to clean your house. You can also just decide that maybe vacuuming every two weeks is good enough. So for food, Ooh, you can do takeout or you can do 20 minute weeknight dinners from epicurious rather than the pot roast and the cake from scratch that maybe my grandmother would have made 40 years ago. And so I think something that highlights to me is it's not like we're all boxed in to doing some fixed number of hours of housework every week.

Meredith: (10:13)

Right?

Sasha: (10:14)

Some things have to be done, but couples and families also have kind of discretion about how clean is the house going to be, how good and how fancy are the meals going to be? And that's another part of the process is kind of what does it mean to you to craft that home life or family life?

Meredith: (10:29)

Right. So I, I hosted a panel before are on female breadwinners with four very different couples. And what was fascinating you kinda touched on it, but I'm wondering if your research has addressed this. She was a physician but had a lot more student loans but made a lot more money where he made good money but he didn't have her debt. So you're dealing with cashflow versus a balance sheet. I don't know if that's even been studied based on who has more debt versus income and how that shifts things.

Sasha: (11:04)

I think it's a great question. As far as I know, there isn't a ton of research on that. Another part of my research is about wealth inequality in the U.S. and one of the limitations of how we ask about, wealth typically in the U.S. is we often don't distinguish who holds different assets. So we would ask a question like, do you or your spouse or partner own a home rather than getting into the details of who's on the mortgage, who's not, who has a student debt, who doesn't? And so it

really limits our ability to understand how those, that ownership of assets matters and these kinds of family outcomes.

Meredith: [\(11:40\)](#)

I also think, if you're really truly looking at wealth in the U.S. the majority of it with what I see is in small business, and where it's not uncommon to have a successful small business that's worth high seven figures. And yet she might not be a primary shareholder where it would look on, it would be on his part of the balance sheet and maybe many more limited assets would be on hers.

Sasha: [\(12:07\)](#)

I think that's right. So for the typical American household, the assets, probably the house. But I think you're right that for a high wealth holders, small businesses are often a portion of that asset. The value of small businesses is notoriously hard to measure. So that adds a difficulty. And I think you're right. Also, there's some research, by Philip Blair. Whos a professor in Germany where they do ask in more detail who owns this and if you both own it, you each own 50% or something else. And that research I think has provided a way for us to see where are the cases where there's more gender gap among married couples and businesses are certainly one space. I think a really interesting finding of his research is you might think that the real gender gap in wealth would be between single men and single women. But in fact the biggest wealth gap is among married couples, between husbands and wives. And as you say, it's because of this kind of unequal ownership of assets that we often don't really think about in the literature.

Meredith: [\(13:16\)](#)

Well irony of this, is that when somebody is doing estate planning, if they do have significant money, it's in their best interest to start shifting assets to create more equality, to maximize tax exemptions. So I always find from a control standpoint that now addresses, am I okay gifting, you know, x dollars x shares from the family business to my spouse. So I think it deals with this head on and, and probably, some of the guys in Europe can better speak to some of that because there's more long held family business in Europe than there is in the U.S. I want to address, you had a couple of really interesting articles. And again, I know it's going to hit on some things we just talked about, but I want to kind of dive in. And they had to do with, with earnings and again, housework. One was "Opting out and Buying out" and "Money isn't Everything". So you kind of talk about those and findings and let's, let's just dig in.

Sasha: [\(14:23\)](#)

Sure. So both of those papers are specifically about how women's earnings relate to their time and work. So as I said, one finding of it is that, in my opinion, even more important than how much you make compared to your spouse is just how many dollars the wife earns. When she earns more, she tends to spend less time in housework. And one thing that's in the "Money isn't Everything" paper, which is coauthored with Margaret Gough, we show that the more she earns, the less housework she does. But there's kind of a limit to how much she can stop doing things. So past earning about \$35,000 a year. So that's kind of a median amount of individual earnings past that point for every 10,000 dollars she earns more annually. She only does 15 minutes less of housework per week, right? So it's a huge amount of increase in income for a really pretty minor change in housework time. And you might think like, well why is that? And we don't know

for sure. But one of the things we speculate about is again, what are her options? Right? So one option is to make her husband do it. It's not obvious that that's a real option. We don't see his housework go up when she makes more. Another option is to pay someone to do that. The other paper "Opting out or Buying out " is investigating that. And we just talked about, suggests that yes, women with more earnings are spending more in household services and yes, that explains part of the negative association but not all of it. And then the third option is just to not do it and just let it go undone. And I think there's limits to all three of these options. So we said husbands are probably not going to do it. You can pay for some services, but there are some things that are hard to pay for even at a sort of upper middle class income, right? So you may be someone to clean your house, you probably don't have live in cleaning services that will clean up when your kids spill their juice everywhere. That will load the dishes, that will wash your kids' socks. So that kind of stuff sort of has to be done. And there may be some things, and this is something I hope we have more research on in the future that people don't want to give up in some sense, it doesn't mean they necessarily enjoy the task itself, but there is a social value of some of that work. So for example, I absolutely can order Thanksgiving dinner to be delivered to my house from a restaurant, but my mother-in-law might not think that I was performing my wifely duties in an inappropriate way if I did that right. And so you can think of other things like that. Maybe it's your kid's birthday and you're supposed to bring cupcakes to school. Again, you could pay someone to drop them off for you, but even if you had the money, you might think that wasn't exactly what you wanted to do. And there is some nice qualitative research that talks about how food in particular is a kind of act of love often of showing people that you care for them. So it just shows that that money isn't everything. It can take you a certain amount of the way in reducing your housework burden. But even women who have quite high earnings are still spending substantial time in housework, you know, compared to their husbands.

Meredith: ([17:37](#))

And all this speaks to sort of a, a thing that I've always believed that a housekeeper is the best thing one can do for the relationship.

Sasha: ([17:47](#))

Yeah.

Meredith: ([17:47](#))

The things that you're talking because it addresses the inequality in it and all of that. So

Sasha: ([17:54](#))

That's right. And I think that also, there's comparatively less emotional content around cleaning, then there is around cooking. So again, making that special family dinner is probably, you know, somewhat of a gift, but like cleaning the toilet is probably not a gift that you give your family. They just care that it'd be done. Right, right.

Meredith: ([18:15](#))

So all of this leads to the concept, and correct me if I'm wrong, did you construct the whole concept around the father premium and the mother penalty or is that just an ASA deal?

Sasha: ([18:27](#))

Yeah, that's not unique to me. That's definitely something multiple folks have studied. The idea of the motherhood wage penalty is the idea that on average women who become mothers earn less than they would have if they had just remained childless. And by earn less, I don't just mean your annual income, I mean on a per hour basis for dads on average, it works the other way that men who become fathers tend to earn or at an hourly rate of pay, then they would have if they had stayed childless.

Meredith: ([19:01](#))  
Interesting.

Sasha: ([19:02](#))  
Yeah. So I think the motherhood penalty is in some ways easier to understand employer discrimination definitely plays a role. But as we talked about earlier, becoming a mom, you know, is associated with spending more time in housework, less time on average in paid labor, often changing to different types of jobs or occupations that better accommodate the family. So it's easy to see how all those things together produce a weight penalty for moms who take on all this child rearing work loss plus the role of discrimination that's a little bit more complicated. I think a little bit less intuitive. Dads spend more time in housework on average than do childless men. So it's not like they are doing less around the house. They don't seem to spend any more time in paid work. they obviously spend more time in childcare so it's not, doesn't appear super obvious that they are devoting their time in a way that would generate a wage premium. So I think that leaves open a couple possibilities. One again is employer discrimination. This idea that maybe fathers, seem to employers like responsible workers or like people who deserve high wages so they can provide for their family or something like that. In addition, there is some evidence that fathers move into different types of jobs. So you could imagine someone who said, okay, I've been doing this job I love, but now I've got to start thinking about providing for my family. And so I'm going to take a job that maybe requires a longer commute or has some undesirable features, but if I do this then I can provide for my family financially in certain ways. So the motherhood penalty is bigger than the fatherhood premium. There is a bigger cost women than there is a benefit to men.

Meredith: ([20:50](#))  
Right.

Sasha: ([20:50](#))  
We also see that not all men get the fatherhood premiums with actually we kind of a select group of fathers who are married who live with their own biological children. And to me that suggests that it's this relatively socially privileged group who ends up with an additional bonus from becoming a father.

Meredith: ([21:12](#))  
Interesting. I'm starting to see at least here in Atlanta, I know more stay at home dads and I ever remember seeing before. So I wouldn't call it a sociological norm.

Sasha: ([21:25](#))  
Yeah.

Meredith: (21:26)

They're UNICORNS and they're finally existing. And so that's been fascinating to kind of watch.

Sasha: (21:32)

So I think there are more than there used to be, but there are still so, so few. So you know, there are far more stay at home moms and there are stay at home dads. When we look at, fathers who are partnered and who say that they are not working at all, all for an entire year for pay and our home primarily to care for family, it's never exceeded 1% of married dads. So yes, you know, 0.9% is bigger than 0.5%, but it's still a really small group. And I think that you know, one thing that may be sort of an area to explore is when we kind of quantitatively define stay at home dads, we take a pretty restrictive approach. We say, you know, no paid work at all for a year, your home because of caring for family rather than, because you can't get a job or because of your health and so on. And it may be that more men are doing something that doesn't quite look like that. So maybe it looks like they're a consultant and so they work out of the home. Well, we wouldn't call that a stay at home dad because you're still employed for pay. But you've been maybe making some work choices that allow you more flexibility.

Meredith: (22:47)

It always makes me wonder like how that gets negotiated too internally, which is where like the really important, again, the anecdotal sort of evidence comes from. And I would think that there would be much more of a practicality aspect to the, the dynamics in those relationships as opposed to getting caught up with sociological norms and gender standards and things like that.

Sasha: (23:14)

You would think, historically even using kind of contemporary data, I think economists have shown 'em that while women's employment is somewhat responsive to their husbands economic circumstances, the evidence that husbands are responsive to their wives economic circumstances. So in other words, the idea that husbands shape how many hours they work in response to having a high income or low income wife is much weaker. And in general, I think another theme in the findings is that his behavior is just not that responsive to her situation. So, as I mentioned earlier, when she earns more or he doesn't particularly do any more housework, it's not obvious to me that there's that tight of a coupling there.

Meredith: (24:06)

Interesting. So were there any other, I mean there's, I mean you've hit on a lot of sort of supplies, offshoots of all of this. Is there anything that we've skipped as sort of the surprise finding, if you will? From all of this research that's worth noting?

Sasha: (24:24)

One thing that surprised me was this sort of lack of tight coupling between partners work. So in a paper with Javier Garcia Manglano. We looked at how within a couple his and her housework, time paid work, time, occupation situations and wages changed after the birth of a first child. And I had assumed that if I get lucky and I have a husband who increases his house work time after becoming a dad more than a typical man, then that would mean that I don't have to do as much. And so I could increase my house for time less than the average. Mom, it turns out that's just not true. It turns out that if I have a husband who increases his house work time a lot, I probably also increased my housework time even more than the average woman. And so to me,



that really threatens our traditional way of thinking of housework. So we tend to think of it as, well if you wash the dish then the dishes clean so I don't have to wash it. But the fact that, we actually see a positive association and spouses time to me suggests again that there's a lot of discretion in how much domestic labor gets done. And so the kind of folks who are investing a lot in housework, in child rearing tend to be partnered to each other and it's not obvious that getting men to do more would actually allow their female partners to do less.

Meredith: [\(25:54\)](#)

I wonder if it's a subconscious gender norming going on with housework then.

Sasha: [\(26:01\)](#)

I think it's possible. So I think one possibility is that men do it, but then their female partners just have to redo it in the way that they find acceptable. I think another kind of more charitable explanation is that a lot of some domestic labor is actually family time, right? So maybe the kids and dad and mom are all doing something together. And so in that case there's no desire for his time to substitute for her time. It's a compliment to her time that you bring him along rather than tapping her out to be able to go to the office. Another possibility is we see just in terms of who partners, that people who work a lot of hours to marry other people who work a lot of hours either in paid work or an unpaid work. So workaholics marry workaholics and neat necks marry neat necks. And so it's possible that the kind of person you might, as you're thinking about who to have a child with, you're thinking we have similar ideas, about intensive parenting or about how we want to handle this family life. And so it could just be that people who are similar ended up together, but it really threatens to me the notion that the answer is just make men do more at home. And there will automatically be benefits for women. I think that's not so clear. We also show that when he does more housework, it doesn't reduce the size of her motherhood penalty. So again, it's not obvious that by just making my husband do more in the house, it'll automatically mean I get better labor market outcomes. So I think that's surprising.

Meredith: [\(27:36\)](#)

Yeah, no kidding. And again, it seems like, like you said, this seems like such a new area of study. I've just, until I started reading your work and some of your peers, like I feel like nobody's ever talked about housework as a standard for looking at equality in a relationship.

Sasha: [\(27:54\)](#)

That's right. And there's actually a pretty long history in sociology of thinking of housework as a symbol of something, right? That it's a symbol of the gender, nature of labor. It's a symbol maybe of inequality. Again, if this idea that nobody wants to do certain household tasks, you know, in theory there's nothing more or less equal about a couple where they each spend 20 hours in paid work and 15 hours in, unpaid work versus a couple where one does 40 hours of paid work and the other does 20 and 20 or something like that. It could be very even. But of course there are financial consequences of how people spend their time. And one of the ways that plays out is in terms of women's economic dependence on the marriage. So even if within a marriage, everyone feels comfortable that one person's doing more paid work while one person is doing more unpaid work, the problem is if the marriage breaks up or the partnership, an unmarried partnership breaks up that human capital developed from paid labor, the experience, the skills and so forth translates into economic stability in a way that unpaid labor doesn't. And

so I think that's one of the reasons we still kinda care about housework time as a measure of inequality.

Meredith: [\(29:14\)](#)

Well, and I think that's a great example. I mean I have a number of divorces it tends to happen a lot in people's sixties as well. And they never had any skilled experience unless it was like 30 years before. So the idea that they have to rely on alimony. So they're at the mercy of this one legal sort of proceeding or negotiation and there's a chance that you could get screwed and nothing you can do about it at that point. Because of the decisions earlier on. And I think we're starting to see with this influx of baby boomers, more people are turning 60 and again there is a large number of divorces occurring and so are we going to see the implications of sociology from 30, 40 years ago back to gender dynamics and so forth.

Sasha: [\(30:07\)](#)

Absolutely. And I think it's really clear in some of this research that's looking at mothers longterm employment patterns. Well obviously if we're able to look at someone's longterm employment, we're not talking about today's 20 somethings who have new babies. We're talking about women who are now in their late fifties and early sixties and those women were having their kids at a very different time. The 1980s are you in 1970s and the expectations were quite different and you know, we'll see how much changes, with new cohorts, I think there certainly are some changes but uh, you know, we've seen kind of a slow down in convergence and the gender pay gap or in time use and things like that. So we also may end up being more similar to our parents' generation than we might've expected.

Meredith: [\(30:56\)](#)

Got It. The other thing I was going to ask you, I know my space, it typically if say somebody's mom, like has a stroke. It tends to be in a family, the oldest daughter that is the caregiver and now you're dealing with the whole concept of the sandwich generation where you've got kids and you have an aging parent and you have multiple responsibilities, which I think only compounds as a sociological issue that only compounds everything that you just said.

Sasha: [\(31:28\)](#)

Absolutely, it's not my area of research, but there is scholarship on exactly as you said, the sandwich generation and how, you know, expanding lifespans and maybe even additional sort of healthy quality years mean that many. You know, disproportionately women are taking on caregiving across a huge, huge span of their own lifetimes, raising their own children and then also caring for elderly parents. I think there are also, implications of family caregiving. For adult children who grew up without dad in the home, those older men may be relevant to be more socially isolated and they face more health challenges as older adults because we rely so heavily on private family caregiving in terms of care for the elderly. So some folks can afford to pay for certain kinds of services when they age, but others can't. And those who are less tied to the family, won't have as much access to those resources.

Meredith: [\(32:32\)](#)

Got It. Well to kind of wrap up a little bit, if you were going to give, let's say the average, not the average, cause it's not average, if you were going to give female breadwinners three pieces of advice.

Sasha: [\(32:46\)](#)

Oh gosh!

Meredith: [\(32:46\)](#)

I'm putting the spotlight on you, what would those tips be?

Sasha: [\(32:54\)](#)

Hmm.

Meredith: [\(32:55\)](#)

How about this in terms of creating a quality in the relationship dynamic. Again, I know you're not a therapist but based upon the data.

Sasha: [\(33:04\)](#)

Well, unfortunately, when you ask the question like that, the things that come to mind are often your own experiences rather than the tossing one thing from the scholarship, which is, something that strikes me is, you know, some norms have changed and some of remain sticky, but the part that's changed I think is that many more women work full time than before. More women are primary breadwinners. And so what that means is that we can't necessarily draw on role models that we want to be exact carbon copies of when we're thinking about negotiating our relationships. And so you may think that your parents had a wonderful marriage, but that may not actually provide much concrete guidance to you for what your marriage should look like. And so I think part of it is just to recognize that to some extent we're creating our own norm terms for what it means to do family in a circumstance that is not familiar to very potentially older generations.

Meredith: [\(34:08\)](#)

Right.

Sasha: [\(34:09\)](#)

Something else that I think, is important when you're thinking about who's going to do what in the household. One of our graduate students at Harvard, Alison damage has a brand new article about cognitive labor and I'm just thrilled that someone's writing about this topic because we've had this idea for a long time that it's not just about time spent doing the tasks. It's the mental tally. You're constantly keeping saying, do we have fresh milk? Do we need to stop for toothpaste on the way home? And that that is something that's meaningful work that we often don't capture very well in quantitative work. And so that, my personal story on this is when my husband and I got married, because I'm a housework scholar, I made him do a little surveys. We could allocate tasks pre-marriage and he, you know, we each got a task we like better and he has auto maintenance and maybe six months into marriage he said, no, you never told me that your car needs an oil change. And I said, you misunderstand when I said you're doing auto maintenance. What I meant was I never want to think about this again. And to his credit for the next nine and a half years, I've never thought about it again. I think that is just, there's a world of difference between someone else being responsible for physically doing it and truly being able to free yourself of that responsibility. And I think that is helpful. I think another thing that that speaks to is there's some value of clear expectations, right? So we know that, um, how much

time each person spends in housework is not necessarily the most important thing for the success of the marriage. It's whether people feel like it's fair and whether people feel like they're appreciated for their contributions. So classic book and Sociology " The Second Shift" not only highlighted how much more housework women do, but articulated this idea of the economy, of gratitude. What that means is people just want to feel seen and appreciated for how they contribute to the household, whether that's a financial contribution or a romantic gesture or something they did in the household. So I think those really, regardless of your specific financial circumstances, I think those ideas of trying to have those expectations be grateful and when possible shift that cognitive work to one person or the other I think can be helpful.

Meredith: [\(36:32\)](#)

Those are great. So if somebody wanted to look at your research or some articles, where would they go? How they go about getting in touch with your department or your work? Sure. Um, so if you just Google a Harvard sociologist g and my last name kilowatt and you will find my Harvard web page and you can see links to my articles there. My research, especially some research on money and divorce has also been covered in some popular outlets also. So, things like glamour, things like that, you can also see some more, more accessible write-ups of the research that might be more fun than reading some of the other articles themselves.

Meredith: [\(37:12\)](#)

I Dunno, I've had, again, I think I told you earlier, I've never read a dissertation in my life and I feel like I've read like 15 in the past six months. So.

Sasha: [\(37:21\)](#)

Well, I mean, I think they're fun, but they're not for everybody. So there's a variety of ways to access it.

Meredith: [\(37:27\)](#)

Absolutely. Well, thanks so much for hanging out today. Like I seriously,

Sasha: [\(37:30\)](#)

My pleasure.

[\(37:30\)](#)

Had a good time and I learned a lot. And, we will talk soon.

Sasha: [\(37:36\)](#)

Sounds great. Thank you.

Meredith: [\(37:37\)](#)

Thank you.