

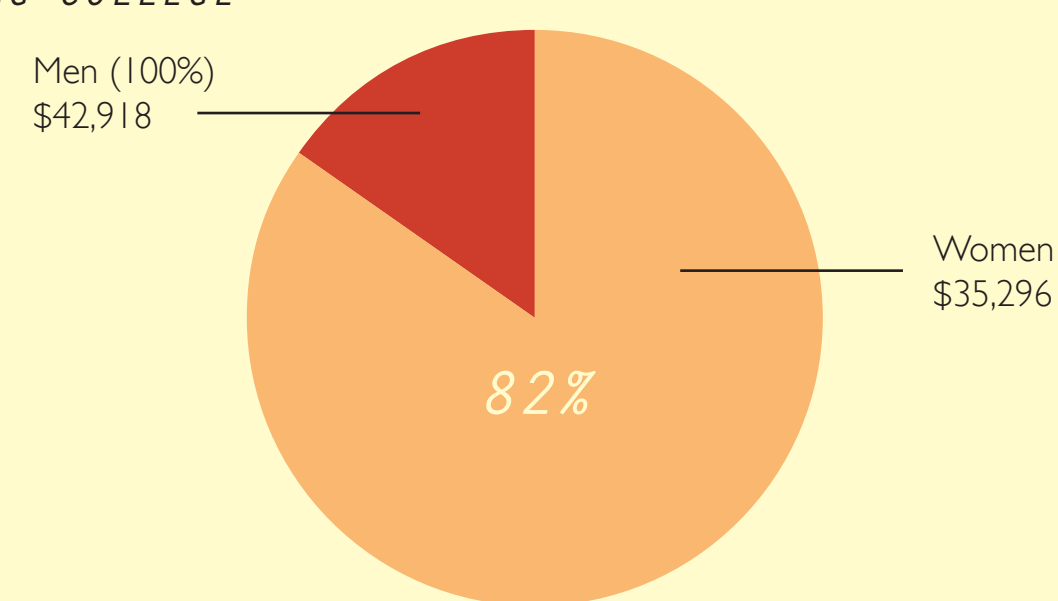
# DIPLOMA IN HAND, WAGE GAP IN FUTURE

## EXPLORING THE DISPARITY IN PAY AMONG YOUNG MEN AND WOMEN

"One year after college graduation, men and women have much in common. In 2009, most women and men who had earned bachelor's degrees the year before were young, single, childless, relatively in-experienced in the workplace, and working full time. We might expect to find little or no gender gap among this group of workers at the start of their careers. Yet just one year after college graduation, with their newly printed degrees in hand, men already earn more than women do."

Corbett and Hill  
"Graduating to a Pay Gap"

WOMEN'S EARNINGS AS A PERCENT OF MEN'S ONE YEAR AFTER GRADUATING COLLEGE (2009)

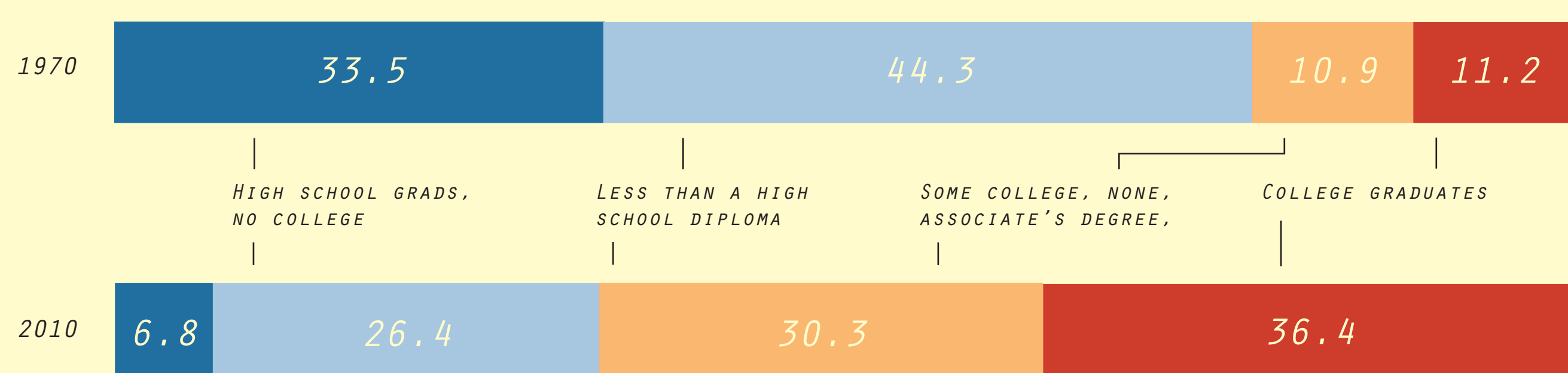


THE WAGE GAP BETWEEN MEN & WOMEN HAS ALWAYS EXISTED, AND IT SPANS ALL AGE GROUPS.

Women are paid less than men as soon as they start work, and the gap between wages only increases as they become more experienced.

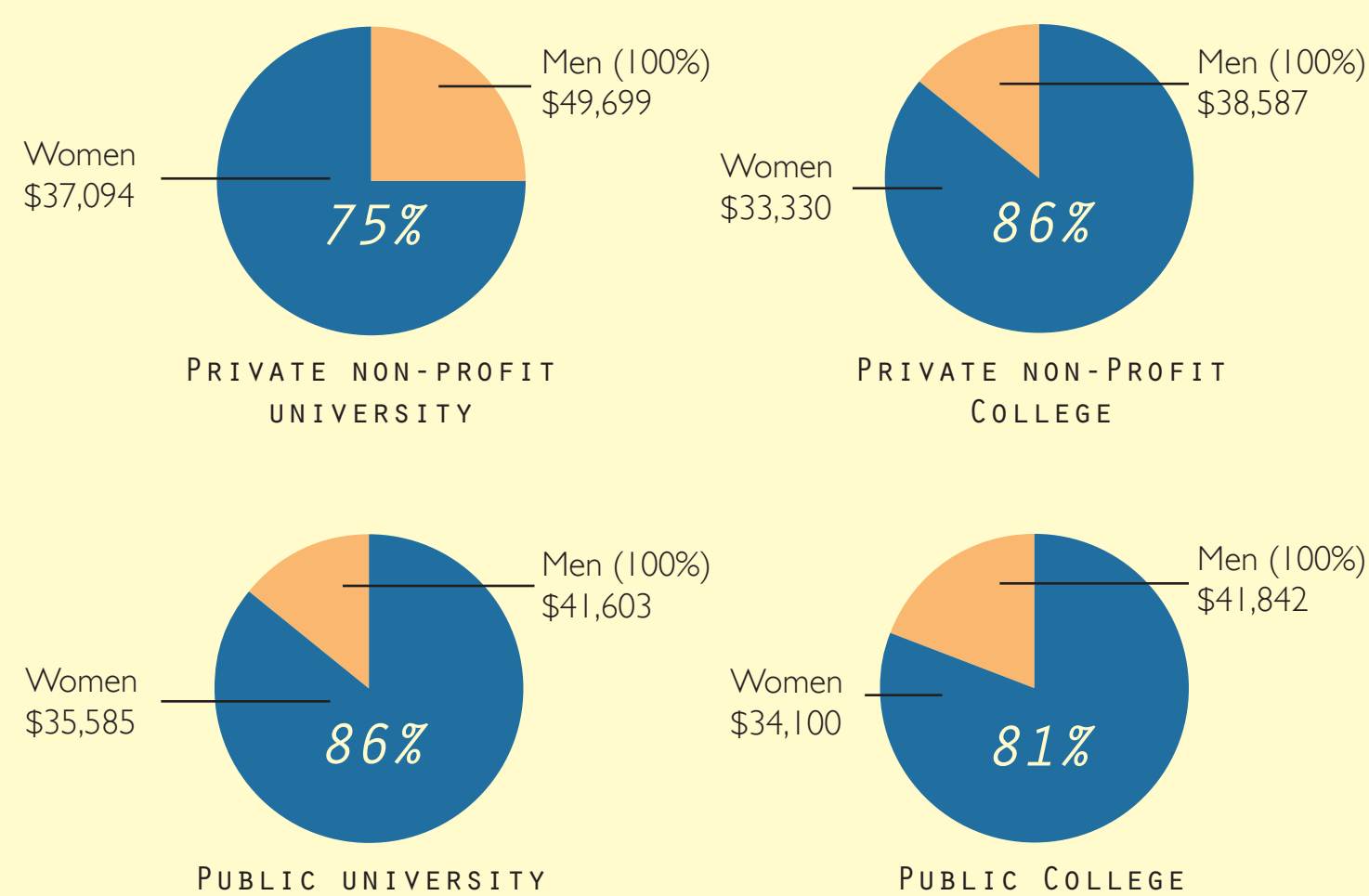
### HOW IS THIS GAP POSSIBLE WHEN MORE WOMEN ARE ATTENDING COLLEGE THAN EVER?

PERCENT DISTRIBUTION OF WOMEN IN THE CIVILIAN LABOR FORCE, AGED 25-64 YEARS, BY EDUCATIONAL ATTAINMENT



### THEY GRADUATE FROM THE SAME SCHOOLS...

WOMEN'S EARNINGS AS A PERCENT OF MEN'S ONE YEAR AFTER COLLEGE, BY INSTITUTION (2009)

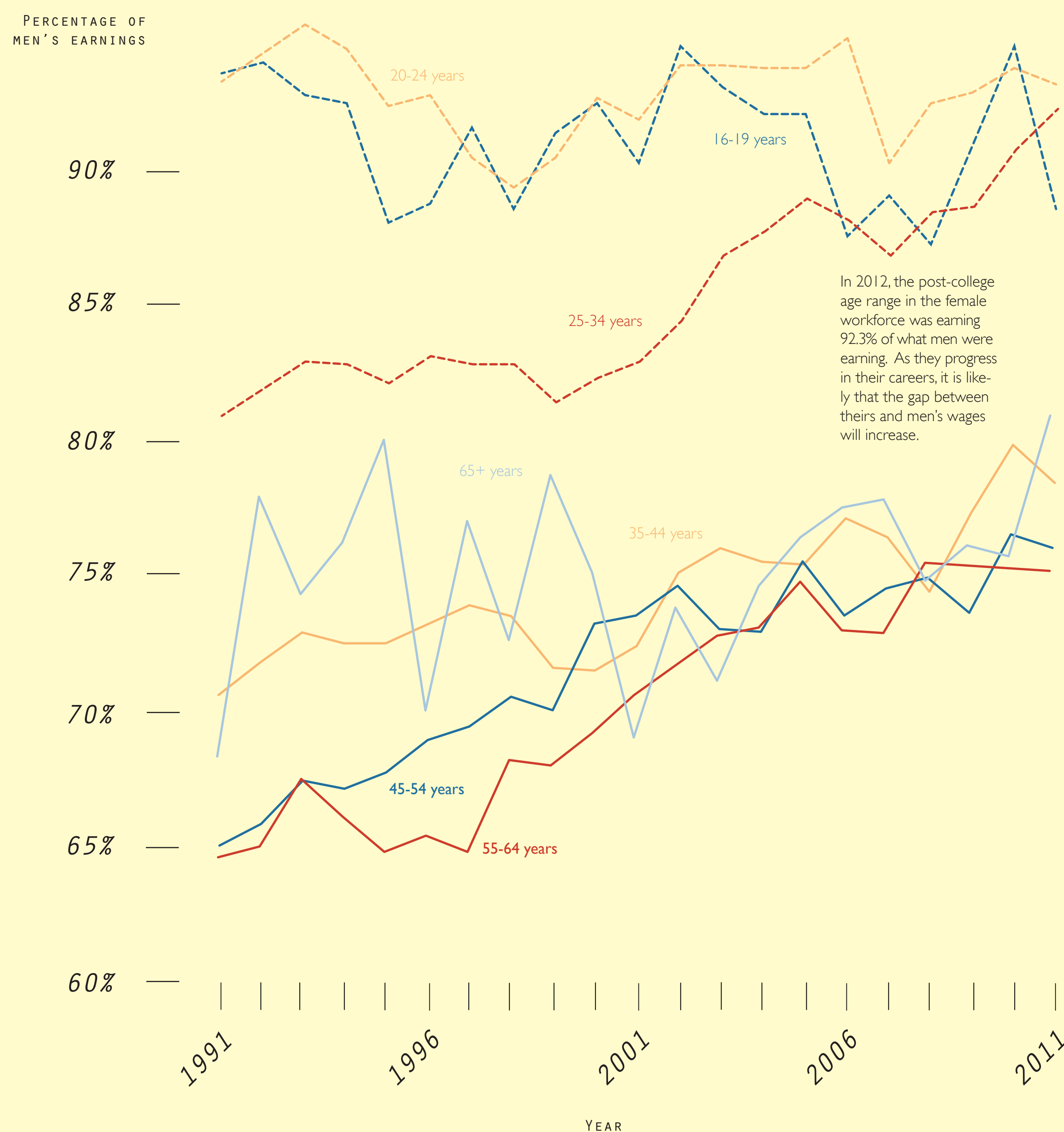


...AND EARN SIMILAR GRADES.

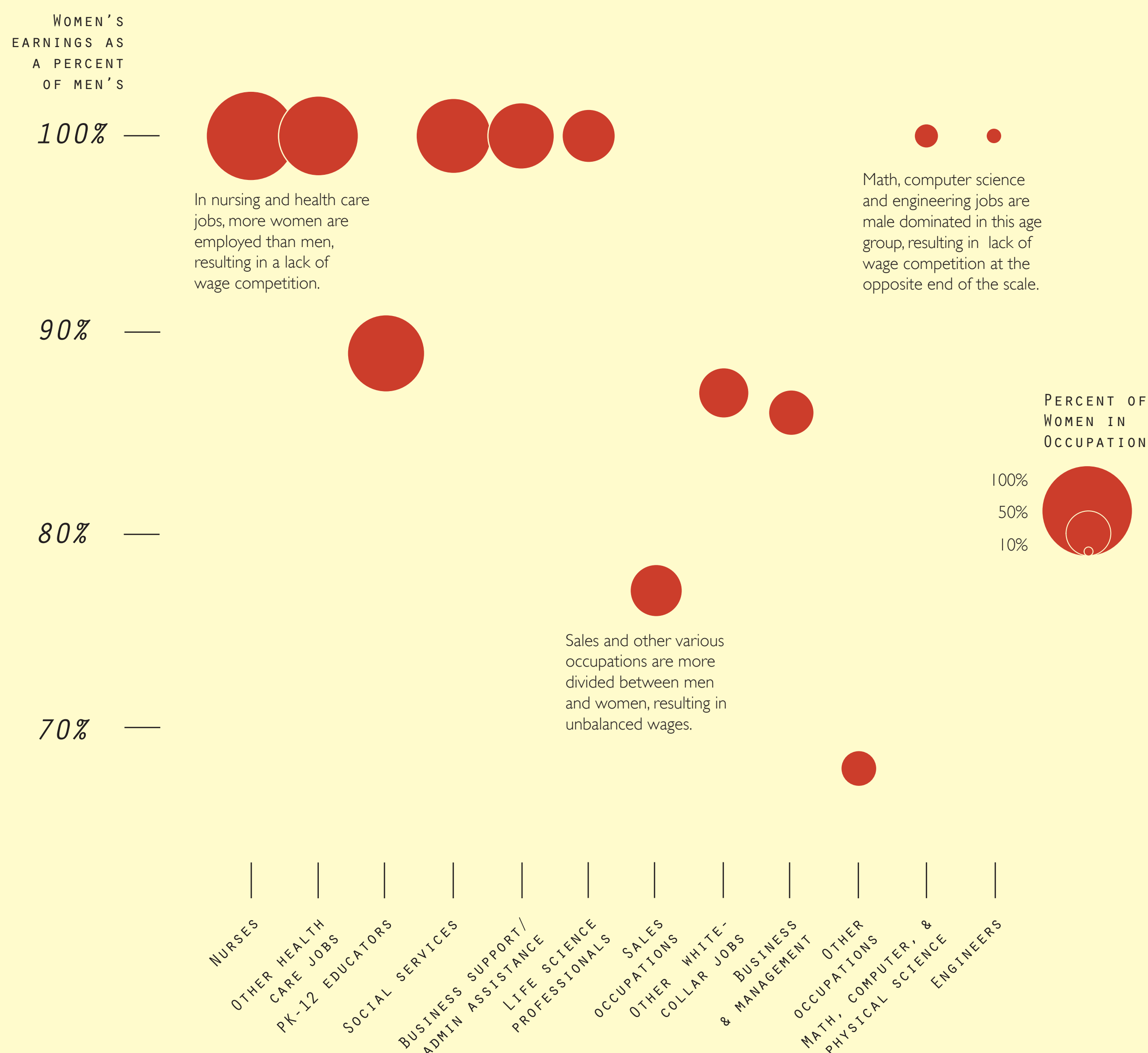
19% & 15%  
OF WOMEN & OF MEN

GRADUATED WITH AT LEAST A 3.75 GPA IN 2009, YET THESE MEN STILL HAD A HIGHER ENTRY-LEVEL WAGE

WOMEN'S EARNINGS AS A PERCENT OF MEN'S, MEDIAN USUAL WEEKLY EARNINGS OF FULL-TIME WAGE AND SALARY WORKERS, IN CURRENT DOLLARS, BY AGE (1991-2011)



AVERAGE ANNUAL EARNINGS ONE YEAR AFTER COLLEGE GRADUATION, BY OCCUPATION AND GENDER (2009)



Sources  
http://www.bls.gov  
http://nces.ed.gov/surveys/b&b/  
"Graduating to a Pay Gap: The Earnings of Women and Men One Year After College Graduation" by Corbett and Hill  
"The Myth of the Male Decline" by Stephanie Coontz  
Alexandra Soiseth / DAI 5/23/01 / Trogu / Fall 2013

### HOWEVER, CHOICE IN COLLEGE MAJOR MAY DETERMINE HOW MUCH WOMEN ARE PAID AFTER GRADUATION.

"Gender appropriation and cultural norms are pushing women into lower paying jobs and intensifying the gap between male-dominated and female-dominated careers.

According to the N.Y.U. sociologist Paula England, a senior fellow at the Council on Contemporary Families, most women, despite earning higher grades, seem to be educating themselves for occupations that systematically pay less. Even women's greater educational achievement stems partly from continuing gender inequities.

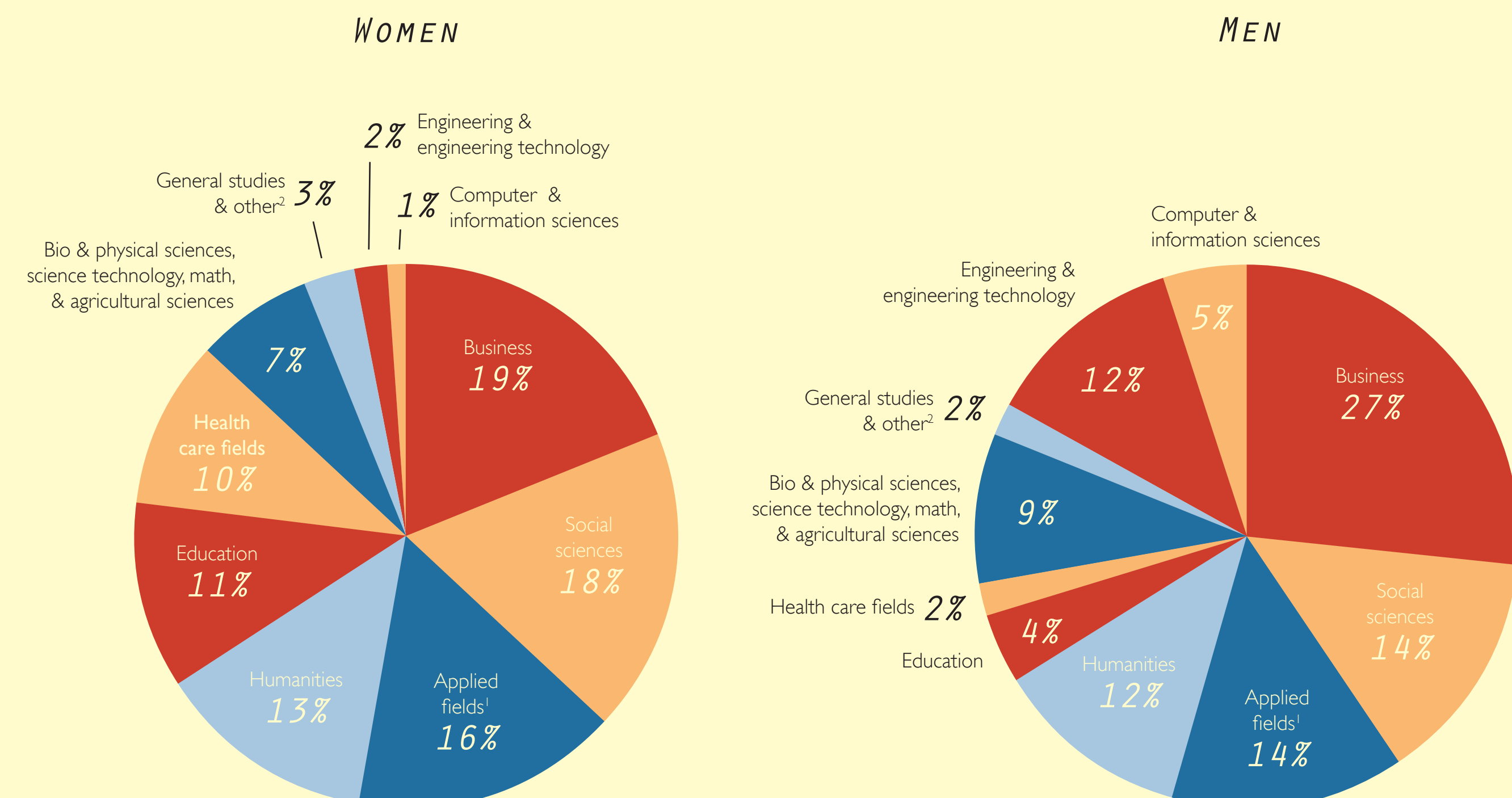
Women get a smaller payoff than men for completing a high school degree, but a bigger payoff for completing college. This is not because of their higher grade point averages, the economist Christopher Dougherty concludes, but because women seem to need more education simply to counteract the impact of traditional job discrimination and traditional career choices.

According to a 2011 poll by the Pew Research Center, 77 percent of Americans now believe that a college education is necessary for a

woman to get ahead in life today, but only 68 percent think that is true for men. And just as the feminine mystique exposed girls to ridicule and harassment if they excelled at "unladylike" activities like math or sports, the masculine mystique leads to bullying and ostracism of boys who engage in "girly" activities like studying hard and behaving well in school."

Stephanie Coontz  
"The Myth of Male Decline"

COLLEGE MAJOR CHOICE, BY GENDER (2009)



<sup>1</sup>Includes architecture, communications, public administration and human services, design and applied arts, law and legal studies, library sciences, and theology and religious vocations  
<sup>2</sup>Includes general studies, community and citizenship studies, humanities studies, multi- and interdisciplinary studies, developmental and remedial education