Graduating to a Pay Gap
The Earnings of Women and Men
One Year after College Graduation
The Gender Gap around the World
Methodology

Apples-to-apples comparison:

- Average age 23
- Single and childless
- Same schools
- College selectivity
- Similar grades
- Regression controls for all factors
One Year Out of College, Women Are Paid Less than Men

FIGURE 1. Average Annual Earnings One Year after College Graduation, by Gender

Note: This chart shows average earnings among 2007–08 bachelor's degree recipients employed full time in 2009 and excludes graduates older than age 35 at bachelor's degree completion. Source: Authors' analysis of U.S. Department of Education, National Center for Education Statistics, 2008–09 Baccalaureate and Beyond Longitudinal Study data.
Women Are Often Paid Less than Men in the Same Job Are Paid

FIGURE 8. Average Annual Earnings One Year after College Graduation, by Occupation and Gender

Notes: This chart shows average earnings among 2007–08 bachelor’s degree recipients employed full time in 2009 and excludes graduates older than age 35 at bachelor’s degree completion. In occupations with red and green columns shown, men earned significantly more than women. In occupations with one blue column shown, there were no significant gender differences in earnings one year after graduation.

Source: Authors’ analysis of U.S. Department of Education, National Center for Education Statistics, 2006–09 Baccalaureate and Beyond Longitudinal Study data.

1 The number of male nurses was too small to meet the reporting standards, so we were unable to test for significant gender differences in earnings among nurses.

2 Includes health care practitioners and technical occupations (except registered nurses, emergency medical technicians/paramedics, and licensed practical/vocational nurses), and health care support occupations.

3 See footnotes in appendix, figure 13, for lists of occupations included in the “other white-collar occupations” and “other occupations” categories.
Women Are Paid Less than Men Who Work the Same Number of Hours

FIGURE 9. Average Annual Earnings One Year after College Graduation, by Hours Worked and Gender

<table>
<thead>
<tr>
<th>Hours worked per week</th>
<th>Women (84%)</th>
<th>Men (82%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 hours</td>
<td>$34,105</td>
<td>$40,474</td>
</tr>
<tr>
<td>45 hours</td>
<td>$37,917</td>
<td>$46,127</td>
</tr>
<tr>
<td>50 hours</td>
<td>$39,839</td>
<td>$48,445</td>
</tr>
</tbody>
</table>

Note: This table shows average earnings among 2007–08 bachelor's degree recipients employed full time in 2009 and excludes graduates older than age 35 at bachelor's degree completion.  
Source: Authors' analysis of U.S. Department of Education, National Center for Education Statistics, 2008–09 Baccalaureate and Beyond Longitudinal Study data.