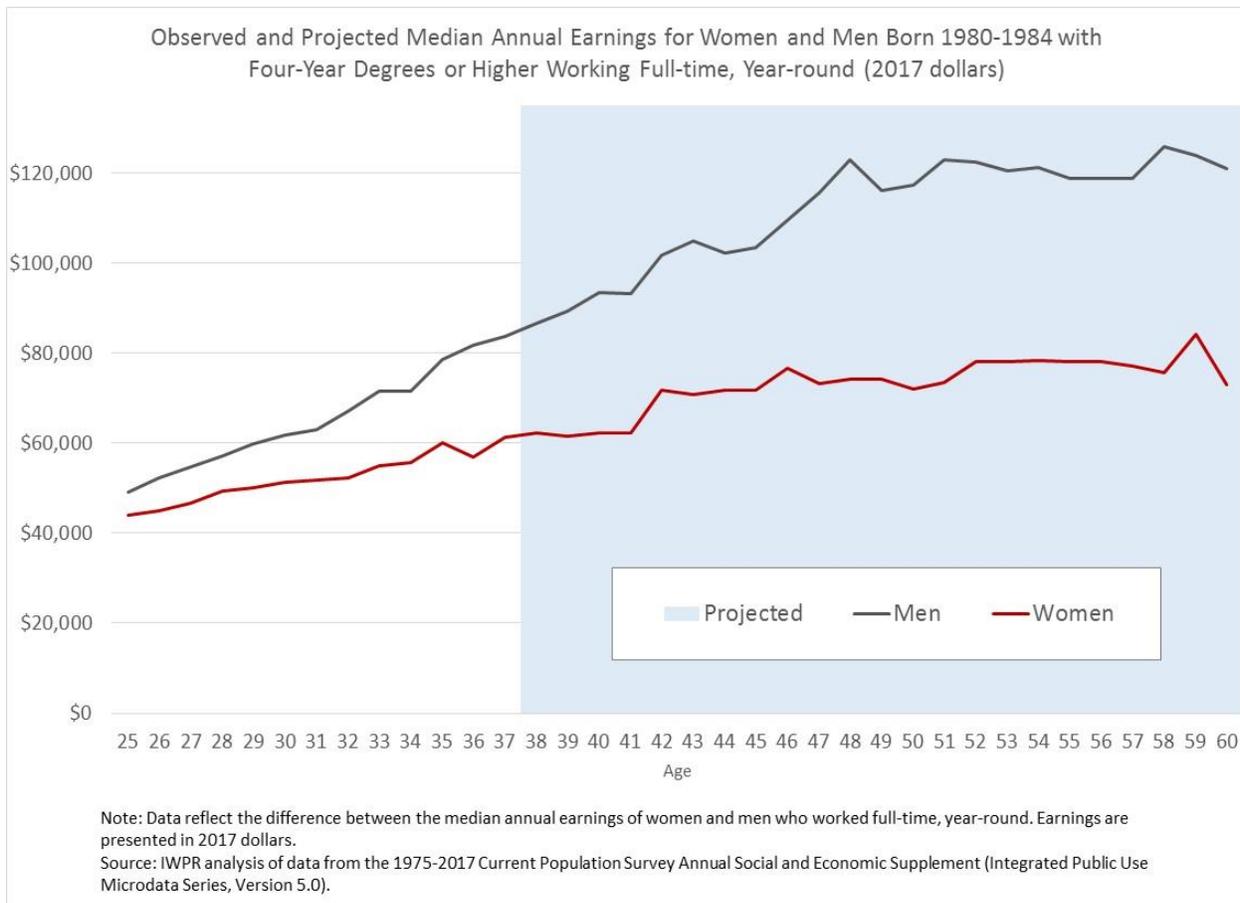


Wage Gap Will Cost Millennial Women \$1 Million Over their Careers

Millennial women are the most educated generation of women in the United States and are now more likely than men to have a college degree. At the same time, progress on closing the gender wage gap has stalled for nearly two decades, indicating that unequal pay continues to be a challenge to new generations of women workers.

Figure 1. Earnings for College-Educated Millennials Projected to Age 60



For the Millennials (born 1980-1984) with Bachelor’s degrees or higher, who work full-time, year-round:

- At age 25, women were earning \$44,119 and men were earning \$49,050. (Female-to-male ratio =.90 or 10 percent gender wage gap.)
- By age 37, women were earning \$61,278 and men were earning \$83,747. (Female-to-male ratio =.73 or 27 percent gender wage gap.) Between the ages of 25 and 37, college-educated Millennial women would have lost \$172,728, compared with men, if they had worked full-time, year-round in every year.
- Projected to age 60, assuming the college-educated Millennials experience earnings growth similar to similarly educated women and men that came before them, women would be earning \$73,136 at age 60 and men would be earning \$121,061. (Female-to-male ratio =.60 or 40 percent gender wage gap.) Between the ages of 25 and 60, college-educated Millennial women, compared with men, would have lost more than a million dollars—\$1,066,721 —if they work full-time, year-round in every year.

Table 1. Cumulative Losses from Gender Wage Gap for College-Educated Millennial Women Born 1980-1984

| | Men’s Median Annual Earnings | Women’s Median Annual Earnings | Female-Male Earnings Ratio | Cumulative Lifetime Earnings Losses |
|---------------------|------------------------------|--------------------------------|----------------------------|-------------------------------------|
| At age 25 | \$49,050 | \$44,119 | 89.9% | |
| At age 37 | \$83,747 | \$61,278 | 73.2% | -\$172,728 |
| Projected to age 60 | \$121,061 | \$73,136 | 60.4% | -\$1,066,721 |

Note: Data reflect the difference between the median annual earnings of women and men who worked full-time, year-round. Earnings are presented in 2017 dollars.

Source: IWPR analysis of data from the 1975-2017 Current Population Survey Annual Social and Economic Supplement (Integrated Public Use Microdata Series, Version 5.0).

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