

How the pay gap hurts women's financial security

By Amelia Showalter and Chris Wilson

FROM HILLARY CLINTON TO DONALD Trump, top presidential candidates are grappling with how to eliminate the gap between what men and women earn in the workplace. Just how wide is that chasm? According to an analysis by TIME, women earn less than men at every age range: 15% less at ages 22 to 25 and a staggering 38% less at ages 51 to 64.

What secondary-school teachers earn can help tell this story. From ages 22 to 25, women earn 10% more than their male colleagues. By the time those teachers turn 30, there is no statistical difference between them and their male peers. By 35, the men make more. It's a pattern evident throughout other female-dominated professions from nursing to social work. In male-dominated professions like engineering and finance, women typically make less from the very start. Before retiring, a woman typically loses \$435,049 over the course of a career because of the current wage gap, according to a 2015 analysis from the National Women's Law Center, a Washington, D.C., advocacy group.

To get a clearer picture of the gap, we analyzed the average wages earned by more than 15 million Americans surveyed by the Census Bureau from 2008 to 2012, classified into 460 occupational categories. We found that for 372 of those occupations there was enough information to determine that there was a statistically significant gender pay gap in at least one of the seven age ranges we examined.

In all, there were 1,490 combinations of age and occupation in which there was a statistically significant difference in how much men and women made. Only 22 of those 1,490 involved women making more money than men. Most startling: there was not a single occupation in which women ages 30 and older took home significantly higher average salaries than their male colleagues, even if they started out making more. □

