

WHEN IT COMES TO EARNINGS, WOMEN SIMPLY CAN'T WIN.

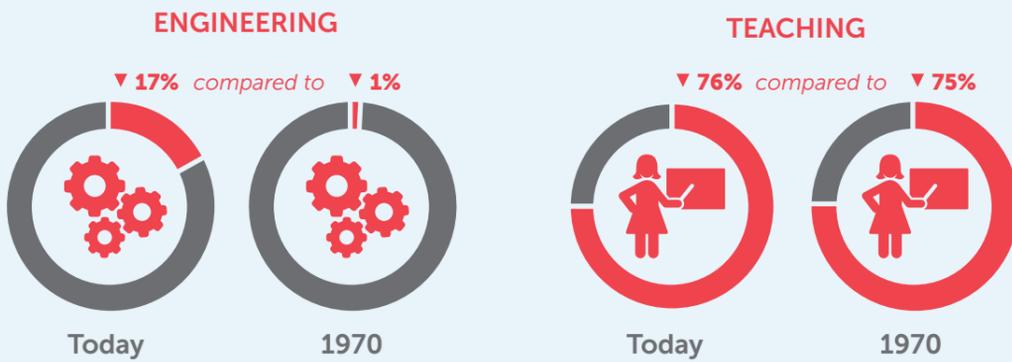
HERE'S WHY:



CHOICE OF FIELD OF STUDY.

More women than ever are majoring in fields traditionally dominated by men.

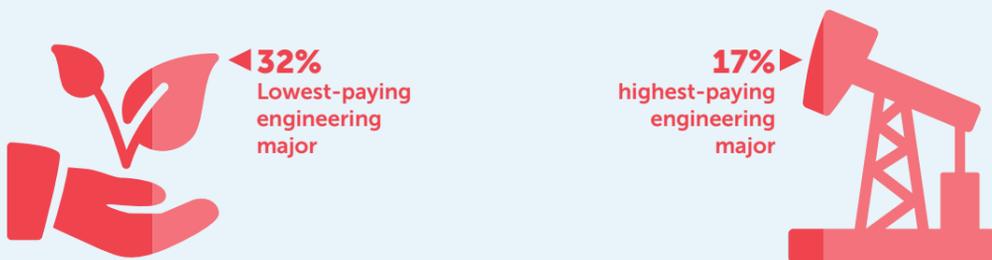
For example, 17 percent of workers in the field of engineering are women today, compared to 1 percent in 1970. But women are still disproportionately concentrated in the lowest-earning fields. For example, 76 percent of workers in the education field are women today, compared to 75 percent in 1970.¹



CHOICE OF MAJORS WITHIN FIELDS OF STUDY.

Even when they study high-paying fields, women are still more likely to choose the least lucrative majors within those fields compared to men.

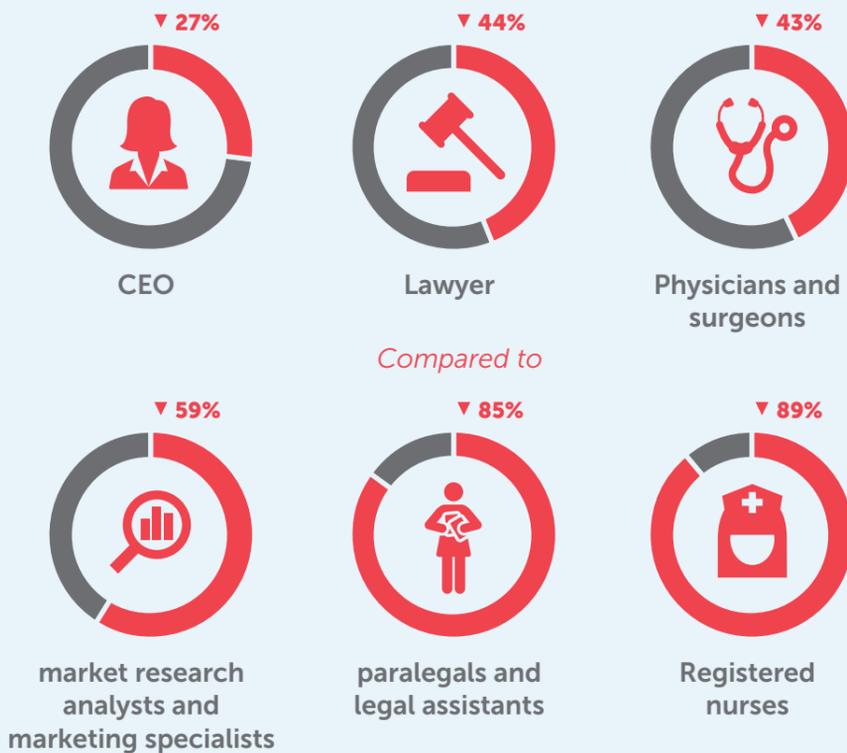
For example, 32 percent of environmental engineering majors, the lowest-paying engineering major, are women, whereas among petroleum engineers, the highest-paying engineering major, only 17 percent are women.



CHOICE OF OCCUPATION.

Within high-paying career fields, women generally are less likely to work in the highest-paying occupations compared to men.

For example, only 27 percent of chief executive officers, 44 percent of lawyers, and 43 percent of physicians and surgeons are women. In comparison, 59 percent of market research analysts and marketing specialists, 85 percent of paralegals and legal assistants, and 89 percent of registered nurses are women.²



DISCRIMINATION.

Even when they do everything "right"—choose a high-paying field of study, pursue a high-paying major within that field, and get a job in a high-paying occupation—women still get paid less than their male peers.

If a man and woman who are equally qualified get the same job, the woman still only earns 92 cents for every dollar the man is paid—more than 81 cents, to be sure, but a far cry from earnings equality.³



1. Unless otherwise noted, in this report, the discussion of majors refers to either bachelor's degree holders or graduate degree holders' BA-level major.
 2. Georgetown University Center on Education and the Workforce analysis of data from the US Census Bureau, *American Community Survey*, 2016.
 3. The 81 cents on the dollar statistic is based on the traditional definition of the gender wage gap. However, controlling for educational attainment, choice of major, and job tenure narrows the gender wage gap to 92 cents on the dollar for equivalently educated and experienced women.