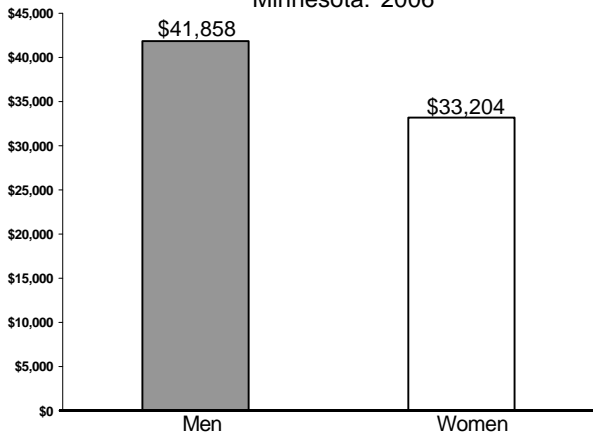


Fact Sheet

GENDER PAY GAP: WOMEN IN THEIR 20'S AND 30'S

Median wage income of full-time, year-round employees by gender
Minnesota: 2006



In 2006, the median wage income among all Minnesota women working full time, year round was \$33,204. This was 79.3% of the median wage among full-time, year-round male workers in Minnesota.

Within the Twin Cities metro area wages were higher, but the wage gap was approximately the same. Full-time, year-round female workers in the Twin Cities earned a median income of \$37,229, 79.4% of the median income of \$46,889 earned by men.

The percentage of college graduates among workers were similar for men and women. In 2006 35.6% of full-time year-round female workers age 21 or over had college degrees, and 34.3% of equivalent male workers had college degrees.

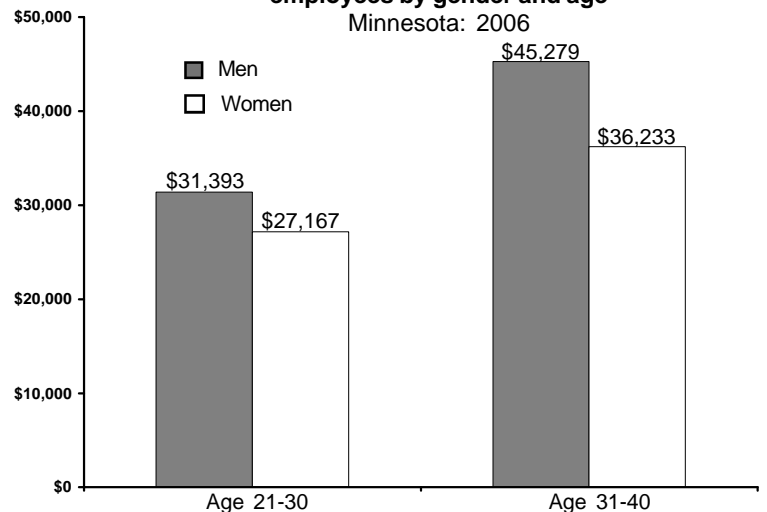
Factoring age into the wage gap: Men and Women in their 20's and 30's

The wage gap among workers aged 21 to 30 was smaller than among the general full-time, year-round workforce. However, it was still present. In 2006 women aged 21 to 30 in Minnesota had a median income of \$27,167, 86.0% of the median income of \$31,393 among men in the same age category.

The gap widened among older workers. The median wage income in Minnesota among workers aged 31 to 40 was \$36,233 for female workers, 80.0% of the \$45,279 median wage income for male workers.

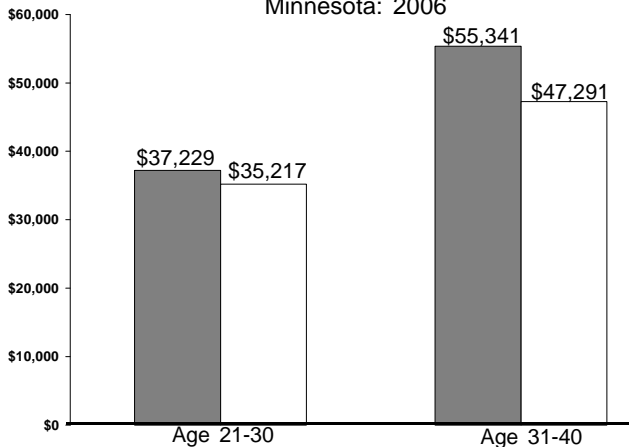
This pattern was evident in the Twin Cities metro area as well. In 2006 full-time, year-round female workers in their 20's earned 14.5% less than their male counterparts, while women in their 30's earned 19.2% less than their male counterparts.

Median wage income of full-time, year-round employees by gender and age
Minnesota: 2006



Factoring education into the wage gap: Men and Women with Bachelor's degrees

Median wage income of full-time, year-round employees with Baccalaureate degrees by gender
Minnesota: 2006



The wage gap was substantially smaller among Minnesota's men and women in their 20's with Bachelor's degrees. The median income in 2006 among full-time, year-round female workers with a bachelor's degree (but without a post-graduate degree) was \$35,217 in Minnesota. Equivalent male workers earned 5.4% more with a median wage of \$37,229.

Again when taking education into account, the pay gap widened as workers aged. Women in their 30's with Bachelor's degrees who were working full time, year round earned a median wage of \$47,291, 85.5% of the median wage of \$55,341 earned by their male counterparts.

Data source: <http://usa.ipums.org/usa/> Steven Ruggles, Matthew Sobek, Trent Alexander, Catherine A. Fitch, Ronald Goeken, Patricia Kelly Hall, Miriam King, and Chad Ronnander. Integrated Public Use Microdata Series: Version 3.0 [Machine-readable database]. Minneapolis, MN: Minnesota Population Center [producer and distributor], 2004.