THE CURRENT JOB OUTLOOK

n New York, as elsewhere in the nation, working womerexperience below men of comparable age, which affects the wage average far lower earnings than men. Nationally, among fullpath over one's career.) The last of these suggests that parenta time employees, women make about 80 cents for every dollaesponsibilities are converging to some extent across genders, and earned by men. While New York performs substantially better itall of these trends indicate that women are building deeper and terms of wage levels than the national average, it is instructive tonger ties to the labor force than ever before. look at the remaining wage gap today, and explore where it is most

persistent and why. Debates on the pay gap have recently intensifiedese changes behind the closing of the wage gap have taken place to a national conversation, with both Hollywood celebrities and within the context of enormous transformations inside U.S. labor women CEOs weighing in Just last year, Governor Andrew markets in the last three decades. While part of the closing gap is Cuomo signed into law a package of Pay Equity bills passed by the plained by stagnating men's median wages and the reasons

behind it (for example, de-unionization and the loss of manufacturing sector jobs have affected men disproportionately), other forces that have led to stagnating men's wages have affected

(which the recently passed laws in New York would help to alleviate), and how much is a symptom of still-persistent societal gender norms expressing themselves in women's choices, which may be difficult to target through legislation, remains a question

men in most of the measures that are used to explain wage differences – educational attainment, diversity in occupations, time spent in the labor force, etc. They are graduating from college at higher rates than men, and compared to earlier cohorts of women, selecting more "career-oriented" majors. They are more spread out over different types of occupations and are more likely to work throughout their adult lives. Compared to earlier generations, they also take less time off from work after having child*@habor market interruptions reduce the years of accumulated work