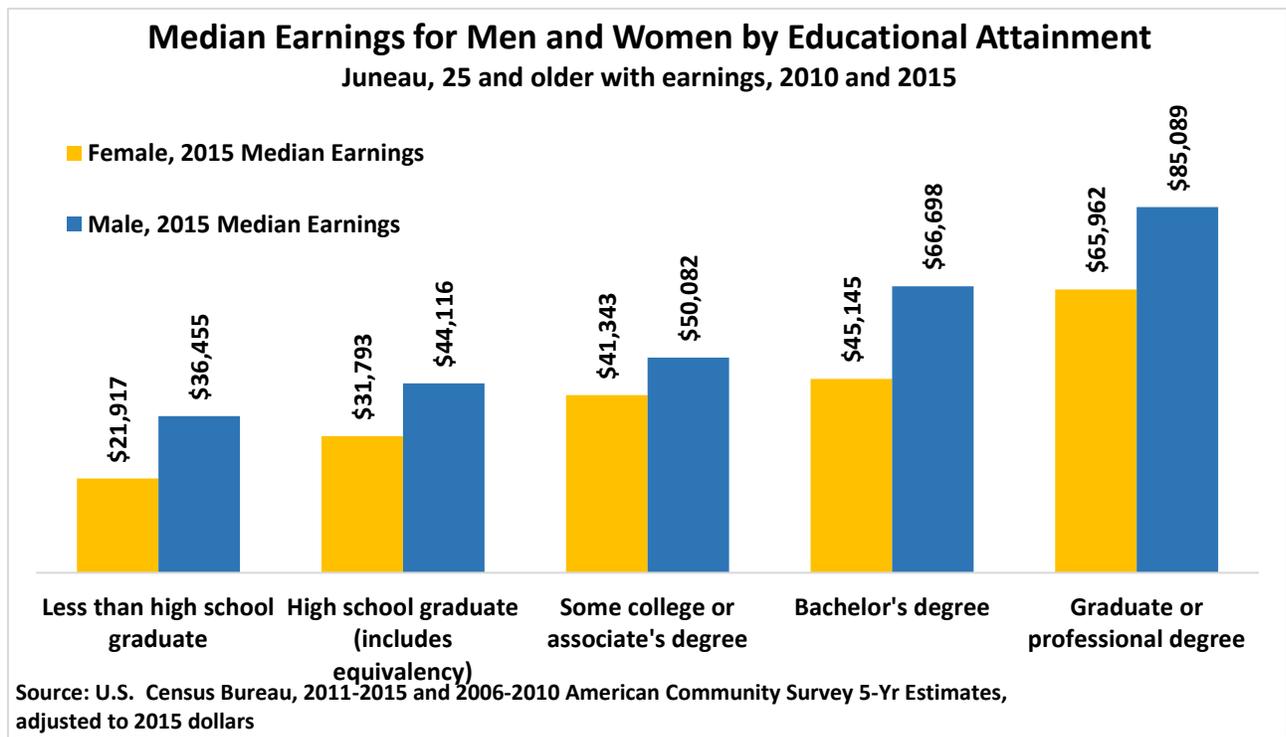


Income is Higher with More Education, But There is a Gender Gap at all Levels

Juneau's median earnings for men was \$54,516 in 2015.¹ The median for women was \$41,403, about 76 percent of the average for men. In comparison, the state-wide 2015 median income for men was \$50,548, while the number was \$34,333 for women, only 68 percent of what men make. The gender gap for women in Juneau is narrower than the state-wide gap because a large percent of Juneau's women work in state, local and federal jobs, where wages are much closer to par than in the private sector.

At every level of education required for employment, earnings increase for Juneau's men and women. However, the gender wage gap varies considerably by educational level. Women without a high school diploma have the largest wage gap. The median wage for women was 60 percent of Juneau men. Much of this discrepancy is due to the difference in the type of jobs men and women hold, according to the Alaska Department of Labor and Workforce Development. Women work almost entirely in lower paying occupations such as retail sales, office support or as personal care aides, while men are employed to a much larger extent in higher paying construction and mining jobs.

Women with graduate or professional degrees face a gender wage gap of 78 percent compared to men. At this level of education, men and women hold similar jobs, such as doctors, lawyers, physical therapists and postsecondary teachers. Therefore, the wage difference can be attributed more to circumstances such as job experience, training, hours worked or current and historical discrimination.



¹ for those 25 and older with earnings.