



Dynamics of the Gender Gap for Young Professionals in the Financial and Corporate Sectors

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Abstract

The careers of MBAs from a top US business school are studied to understand how career dynamics differ by gender. Although male and female MBAs have nearly identical earnings at the outset of their careers, their earnings soon diverge, with the male earnings advantage reaching almost 60 log points a decade after MBA completion. Three proximate factors account for the large and rising gender gap in earnings: differences in training prior to MBA graduation, differences in career interruptions, and differences in weekly hours. The greater career discontinuity and shorter work hours for female MBAs are largely associated with motherhood. (JEL J16, J22, J31, J44)

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Additional Materials

[Replication Package \(30.74 KB\)](#)

[Online Appendix \(94.18 KB\)](#)

JEL Classification

J16 Economics of Gender; Non-labor Discrimination

J22 Time Allocation and Labor Supply

J31 Wage Level and Structure; Wage Differentials

J44 Professional Labor Markets; Occupational Licensing

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