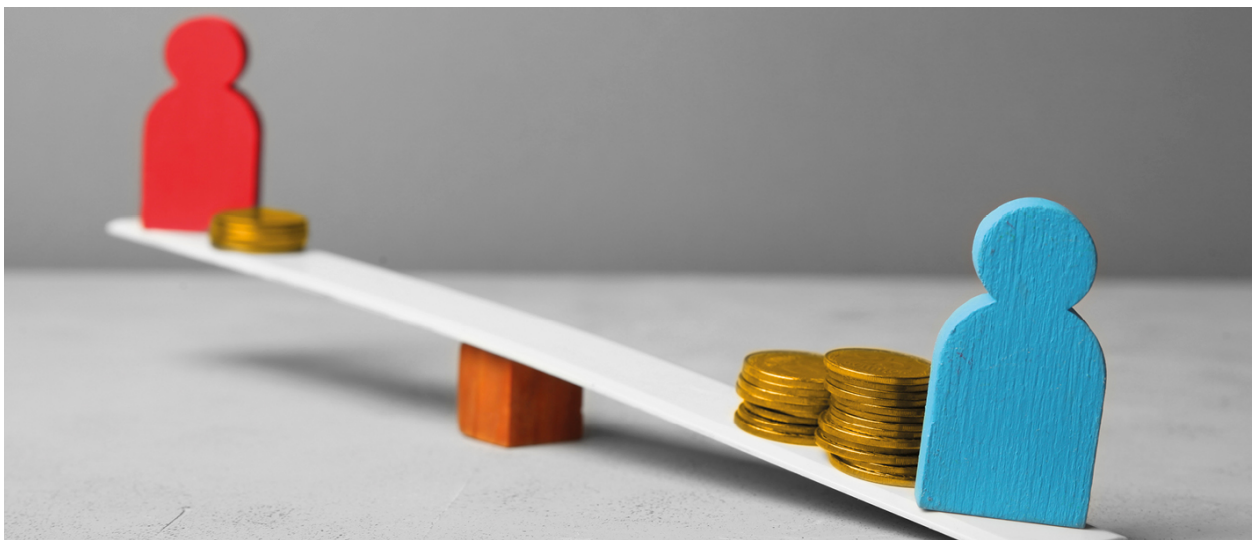


# Online Magazin IAB -

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## The sources behind the gender wage gap among university graduates

19. December 2019 | Autor: Malte Sandner | Dr. Malte Sandner ist ein Experte für die Bereiche "Education, Jutta Winters, Paul Setzepfand, Ipek Yüksel"



For every euro a man earned per hour in Germany, a woman earned only 0.79 euros. This amounts to a gender wage gap among high-skilled individuals. In order to understand the gender wage gap, one should understand the sources behind it. This article pertains to the early stages of the career where important related decisions are made.

Higher prevalence of career breaks and part-time work among women and gender differences in education, occupation and family status are also related to the gender wage gap. [Study by Finn Rindler-Schjerve, D. Blomquist and L. Årnes](#). In this context, one might expect the gender wage gap to be larger among university graduates.

full-time job of university graduates, since family developments, such as promotions, are negligible in the presence of discrimination, differences in personal characteristics between men and women at the same stage of the career. This analysis investigates the wage gap among university graduates directly after graduation.

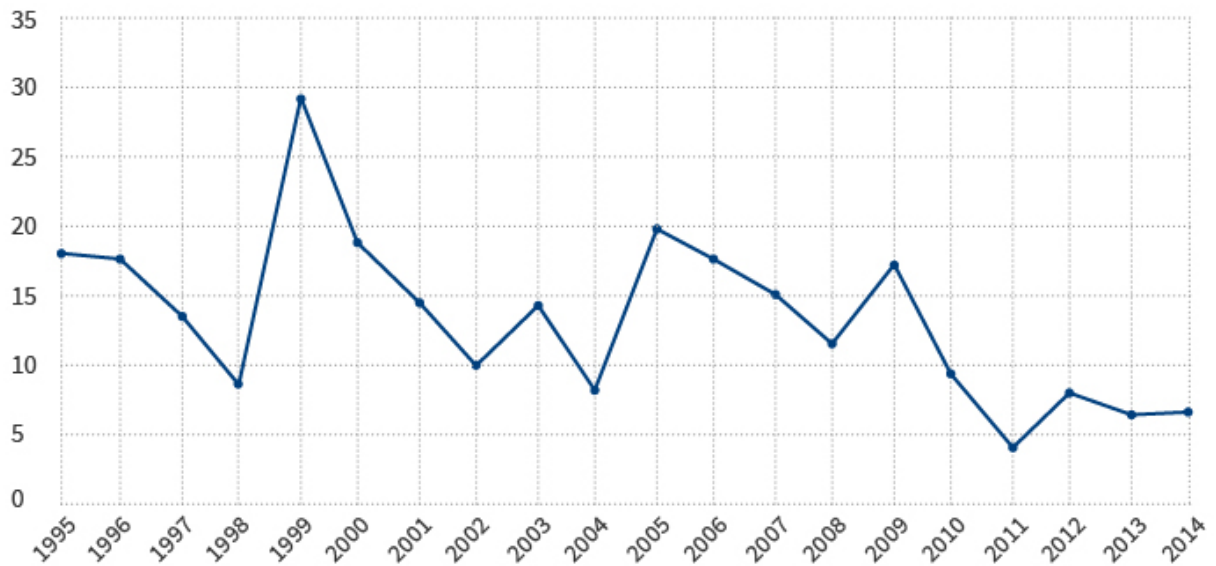
To investigate this matter, we use the data of graduates from 1995 to 2014 with the IAB data. These data provide detailed information on their daily wages, occupation and establishment.

## Gender wage gap among university graduates

The analysis reveals a gender wage gap of 15 per cent at their first full-time job after graduation. This gap is larger for women from the same university than for men, which equals 356 euros per month or 4,328 euros per year. The gap among graduates from 1995 to 2014. Figure 1 depicts the gender wage gap across graduation year cohorts. The gap is large but remains persistent with a sizeable gender wage gap across all cohorts.

Fig. 1: Gender wage gap across graduation years 1995 – 2014

Shares in percent



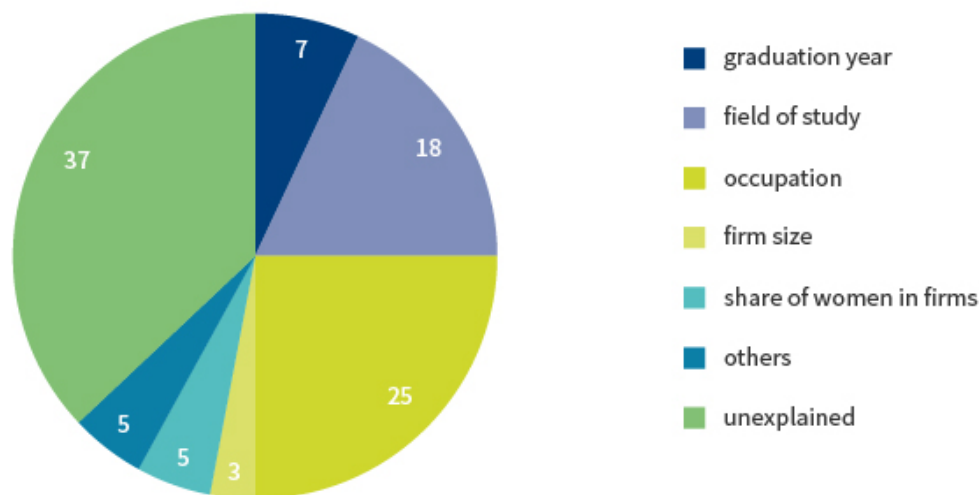
Soucre: University of Regensburg graduates data linked with Integrated Employment Biographies (IEB), Own calculations. © IAB

## Sources of the gender wage gap

Gender differences in occupation account for the 25 percent (see Figure 2). The second most important of study, which explains 18 percent of the overall differences in occupation and field of study exp

**Fig.2: Sources of gender wage gaps**

Shares in percent



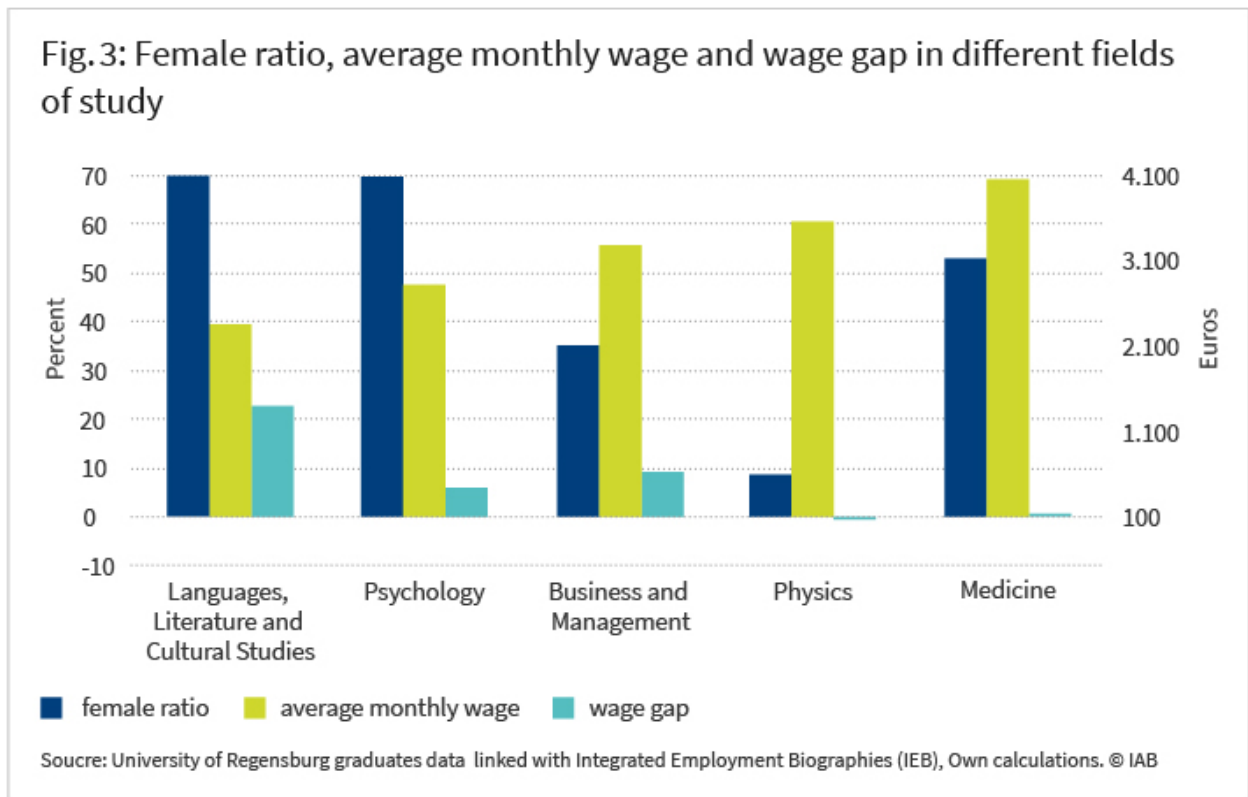
Soucre: University of Regensburg graduates data linked with Integrated Employment Biographies (IEB), Own calculations. © IAB

Other factors that contribute to the gender wage gap are the share of women in a company, and the total number of employees. These characteristics can be of importance because women tend to work in smaller firms with a lower share of women; these employers, however, are likely to pay lower wages. The unexplained gap remains which cannot be explained by differences in human capital characteristics of women. This unexplained gap amounts to around 5% of the total gender wage gap. This indicates that female graduates with the same characteristics (same field of study, work in the same occupation, and have equal experience) still receive lower wages compared to their male counterparts. This can be due to differences in the labor market, since it implies differences in returns to human capital (e.g., women's qualifications are valued less than men's), or differences in bargaining power (e.g., differences in negotiation skills).

## Fields of Study

As shown in Figure 2, differences in the field of study contribute to the gender wage gap. The data reveal that female and male students work in different fields. In other words, male students tend to work in fields that are more male-dominated, while female students tend to work in fields that are more female-dominated.

female students. Figure 3 depicts the gender composition and wage gap among master graduates by selected fields of study.



There is significant heterogeneity between the study fields not only have the highest gender wage gap in psychology, where the share of females is also 70 percent. Graduates in business and management fields earn higher wages than in most other fields. However, only 9 percent of all graduates in physics have a wage gap. Finally, in the field of medicine, male and female composition is almost equal with around 47 percent, and the wage gap in this field is near zero.

## Occupation

The data indicate that occupational segregation wage gap than the field of study. Even within the graduates may segregate into lower-paid occupational gap as a result.

The analysis shows that graduates in the field of language and cultural studies work in many diverse occupations. While 30 percent of female graduates in the aforementioned occupations, such as office clerks and secretarial jobs.

In business and management, 31 percent of female graduates compared to 22 percent of their male counterparts. In addition, more female graduates work as bankers. In addition, more male graduates work as bankers than female ones.

There are no gender differences in occupation among medicine graduates (93 percent) work as medical professionals. The area is equal.

## Conclusion

The analysis shows that a gender wage gap emerges among graduates from a German university. Even though the gap is persistent. Occupational differences account for the wage gap by differences in the fields of study. While female graduates in language and cultural studies, psychology), males segregate into physics). The wage gap is higher in the lower-paid occupations. In particular language and cultural studies graduates work in their field of study. In physics, the gender wage gap is high, attract many women. Only in the medical field the wage gap is high, and no wage gap exists.

Differences in the choice of the field of study gap at the beginning of a career. Therefore, it more technical subjects, but also to motivate me to achieve more gender equality. However, an equ enough, as women may still choose other occupati explained by gender differences in preferences, non-wage opportunities such as family-friendly j Graduates in medicine have fewer choices, since leads to similar wages after graduation for both makers should focus on the causes of gender diff occupation to provide relevant policies with the

## L i t e r a t u r e

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## Z i t a t i o n s h i n w e i s

Authors Malte Sandner Dr Malte Sandner is a seni Winters; Paul Setzepfand; Ipek Yükselen; Christi the gender wage gap of university graduates, In <https://iab-forum.de/en/the-sources-behind-the-g> Abrufdatum: 7. March 2026

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