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## N.H. gender gap in pay widening

Women have always earned less; now it's worse, study finds

CONCORD (AP) — Higher education produces higher pay for men more often than it does for women, and the gender gap in earnings increases as they earn advanced degrees, according to a report released Thursday.

The New Hampshire Women's Policy Institute found that though women make up equal or greater percentages of the state's high school and college graduates, male workers reap significantly greater financial

returns from education at all levels.

Women with high school degrees earn 77 cents for every dollar earned by their male counterparts, but after that, their income as a percent of men's declines at higher levels of education. Women working full-time with a doctorate degree earn just 67 cents for every dollar earned by a man with the same degree.

The report says some of the gap can be explained by a high concentration of women in low-paying jobs such as secretaries, bookkeepers, nurses and teachers. In some cases, female-dominated occupations require more education than the top male-dominated occupations, yet the five occupations with the

highest concentrations of men pay about 50 percent than the top five female-dominated occupations.

The report also examined married women in the work force. It said that three of every five married women in New Hampshire work full time, yet leaving temporarily to care for children — and differences in household responsibilities even for those without children — mean that the women in this group earn only 68 percent of what full-time, married working men earn in the state.

"Working women lag significantly behind their male counterparts in New Hampshire on many key economic indicators," said Ross Gittell, the report's author.

The report also shows how women have failed to attain significant leadership roles in executive offices. Among the state's 25 public companies, only 13 percent of the executive officers are women and nearly 9 percent of the corporate board members are women. Sixteen, or 64 percent of the companies have no women among the top five paid executive officers. And 12, or 48 percent, have no women on the board of directors.

"New Hampshire's very low percentage of females in leadership and decisionmaking positions suggests a 'granite ceiling' for women, with significant implications for (their) future economic opportunities."