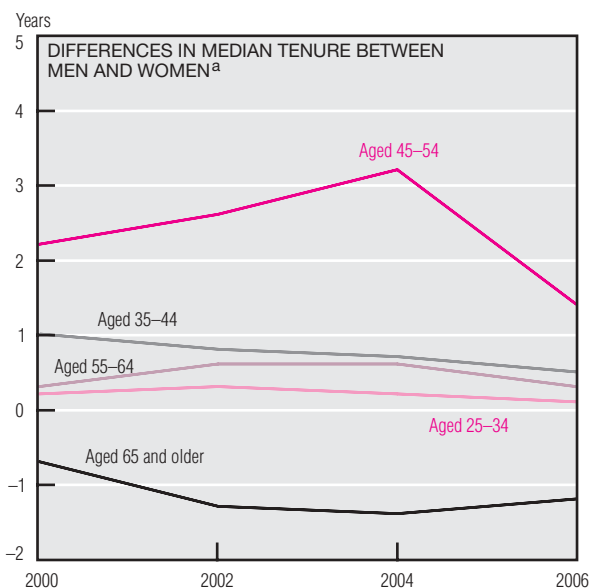
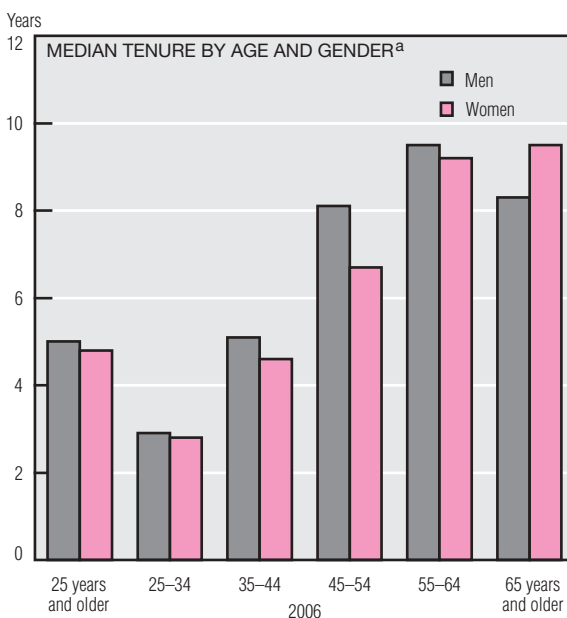
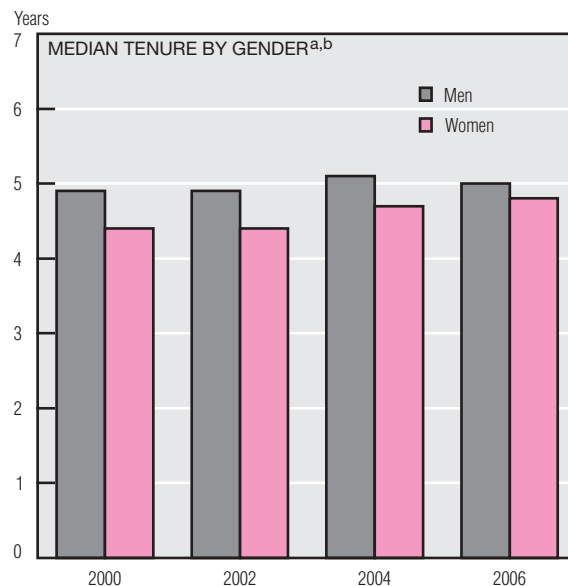
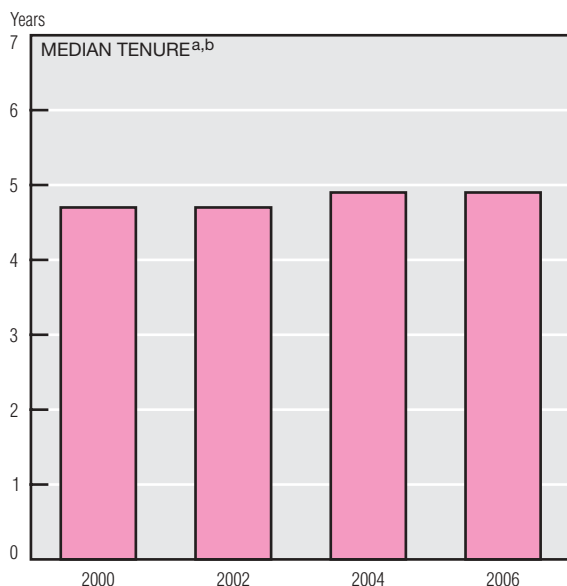


Gender Differences in Job Tenure



a. Data for January 2004 reflect the introduction of revisions to population controls in January 2003 and 2004; data for January 2006 reflect the introduction of such revisions in January 2005 and 2006.

b. Median years of tenure with current employer for wage and salary workers 25 years and older.

SOURCE: U.S. Department of Commerce, Bureau of Labor Statistics.

The September release of data on employee tenure showed few changes since 2000. Here we show the median number of years a worker 25 or older has been with their current employer. Some studies indicate that longer tenure is associated with higher wages.

Tenure is a key issue for women, who are more likely than men to leave the labor force when they have children, disrupting their tenure and potentially harming their future earnings. The tenure data show positive changes for women since 2000: The

gap between men and women has narrowed as women have made more rapid gains in tenure than men. Over the last six years, the gap has narrowed from 0.5 year to 0.2 year.

To get a better picture, it is helpful to look at tenure distribution by age. Tenure for women in the youngest groups most closely resembles that of men in the same group, whereas women in the middle age groups have the lowest tenure relative to their male counterparts. Tenure for women in the second-oldest cohort approaches men's; however, tenure

in the oldest cohort is substantially longer for women than for men.

The two youngest age groups of women have decreased their tenure difference from men by 50% in the last six years. Women aged 45–54 have seen the most dramatic convergence in tenure, while women aged 55–64 have maintained roughly the same gains as their male counterparts. During the same period, the oldest women—who already had longer tenures than men in their age group—have made even greater relative gains.