

Gender Pay Gaps: A Deeper Dive



General interest

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In your 20s: First jobs and salary offers

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In your 30s: Caregiving and managerial roles

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In your 40s: Executive roles

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In your 50s: Caregiving, menopause and grey divorce

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Conti, G., Ginja, R., Persson, P., & Willage, B. (2025). The menopause "penalty." *NBER Working Paper*, <https://doi.org/10.3386/w33621>

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In your 60s: Retirement shortfalls

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