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No stalled revolution: the closing gender gap in early careers in Europe and the US

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APPENDIX A – TABLES

Table A.1: Descriptive statistics

		Data	Min	Max	Mean	N
France	Birth year	N-LFS	1960	1997	1979.3	1251401
	Tertiary educ.	N-LFS	0	1	0.40	1245963
	Employment	N-LFS	0	1	0.75	1250374
	Weekly hours	N-LFS	0	80	28.2	1250374
	OEP	EU-LFS	11	91	44.9	792430
	Monthly income	N-LFS	0	8175.6	1156.3	1250374
	Hourly income	N-LFS	0	23.9	10.2	940894
	Children	N-LFS	0	1	0.49	1251401
Germany	Birth year	EU-LFS	1960	1997	1975.9	1332939
	Tertiary educ.	EU-LFS	0	1	0.26	1146062
	Employment	EU-LFS	0	1	0.78	1332939
	Weekly hours	EU-LFS	0	80	28.7	1332939
	OEP	EU-LFS	11	91	46.2	950057
	Daily income	SIAB	0	213.2	83	4423914
Sweden	Birth year	EU-LFS	1966	1998	1984.6	327,636
	Tertiary educ.	EU-LFS	0	1	0.41	325,297
	Employment	EU-LFS	0	1	0.79	327,636
	Weekly hours	EU-LFS	0	80	28.8	327,622
	OEP	EU-LFS	11	91	45.7	255,592
	Yearly income	Register	0	739,432	211,666	40,458,317
	Children	Register	0	1	0.44	40,458,317
Switzerland	Birth year	N-LFS	1960	1998	1980.1	218770
	Tertiary educ.	N-LFS	0	1	0.30	218593
	Employment	N-LFS	0	1	0.85	218770
	Weekly hours	N-LFS	0	80	31.7	218770
	OEP	N-LFS	11	91	49.6	186099
	Yearly income	N-LFS	0	558,872	55,781	218770
	Hourly income	N-LFS	0	92	33.4	186088
	Children	N-LFS	0	1	0.37	218770
UK	Birth year	N-LFS	1960	1998	1976.6	1593574
	Tertiary educ.	N-LFS	0	1	0.36	1569071
	Employment	N-LFS	0	1	0.79	1579175
	Weekly hours	N-LFS	0	80	30.5	1593574
	OEP	EU-LFS	11	91	47.9	362627
	Weekly income	N-LFS	0	4945	314.3	1579172
	Hourly income	N-LFS	0	276	10.0	1254957
	Children	N-LFS	0	1	0.48	1593570
USA	Birth year	CPS	1960	1998	1976.8	846888
	Tertiary educ.	CPS	0	1	0.29	846888
	Employment	CPS	0	1	0.77	846888
	Weekly hours	CPS	0	80	29.4	846888
	OEP	CPS	11	91	45.2	680263
	Yearly income	CPS	0	161775	28171	846888
	Hourly income	CPS	0	92	17.9	626897
	Children	CPS	0	1	0.52	846888

N-LFS : national labor force survey such as French *Enquête Emploi*, Swiss SAKE-ESPA, UK-LFS.

Table A.2: predicted margins and 95% confidence intervals for **tertiary education** – men and women aged 25-34 by birth year

	Men 1965	Women 1965	Diff	Men 1995	Women 1995	Diff
France	0.28 (0.26;0.29)	0.32 (0.31;0.33)	-0.04	0.45 (0.44;0.46)	0.56 (0.55;0.57)	-0.11
Germany	0.22 (0.21;0.23)	0.17 (0.17;0.18)	0.05	0.37 (0.36;0.38)	0.45 (0.44;0.46)	-0.08
Sweden	0.27 (0.25;0.28)	0.27 (0.25;0.28)	0.00	0.43 (0.41;0.44)	0.61 (0.60;0.63)	-0.19
Switzerland	0.17 (0.16;0.19)	0.10 (0.08;0.12)	0.07	0.38 (0.36;0.40)	0.48 (0.46;0.50)	-0.10
UK	0.22 (0.22;0.23)	0.21 (0.20;0.22)	0.01	0.57 (0.56;0.58)	0.62 (0.61;0.63)	-0.05
US	0.22 (0.21;0.22)	0.21 (0.21;0.22)	0.00	0.39 (0.38;0.40)	0.47 (0.46;0.48)	-0.08

Table A.3: predicted margins and 95% confidence intervals for **weekly working hours** – men and women aged 25-34 by birth year

	Men 1965	Women 1965	Diff	Men 1995	Women 1995	Diff
France	35.0 (34.6;35.4)	23.7 (23.3;24.1)	11.3	30.9 (30.5;31.2)	27.3 (26.9;27.6)	3.6
Germany	34.3 (34.1;34.5)	22.6 (22.4;22.8)	11.7	31.4 (31.0;31.8)	27.8 (27.4;28.3)	3.5
Sweden	31.4 (31.0;31.9)	23.4 (23.0;23.8)	8.0	31.6 (31.1;32.1)	28.5 (28.0;29.0)	3.1
Switzerland	40.4 (39.8;40.9)	22.9 (22.4;23.5)	17.4	34.7 (34.0;35.4)	30.9 (30.2;31.7)	3.8
UK	39.8 (39.5;40.1)	21.0 (20.7;21.3)	18.8	35.2 (34.9;35.4)	28.9 (28.7;29.2)	6.2
US	35.7 (35.3;36.0)	25.1 (24.7;25.4)	10.6	32.3 (31.9;32.8)	27.1 (26.7;27.6)	5.2

Table A.4: predicted margins and 95% confidence intervals for **Occupational Earning Potential** (OEP) – men and women aged 25-34 by birth year

	Men 1965	Women 1965	Diff	Men 1995	Women 1995	Diff
France	46.7 (46.2;47.2)	38.3 (37.7;38.8)	8.5	50.3 (49.4;51.1)	46.7 (45.9;47.6)	3.5
Germany	47.7 (47.4;48.0)	40.1 (39.7;40.4)	7.6	51.9 (51.4;52.4)	49.0 (48.5;49.5)	2.9
Sweden	46.5 (45.8;47.3)	35.2 (34.4;36.0)	11.3	53.2 (52.6;53.9)	52.2 (51.5;52.9)	1.1
Switzerland	50.4 (49.7;51.1)	41.4 (40.6;42.2)	9.0	55.4 (54.4;56.4)	49.7 (48.7;50.8)	5.7
UK	51.9 (51.3;52.4)	44.1 (43.4;44.7)	7.8	52.7 (51.0;54.4)	46.7 (44.9;48.5)	6.0
US	46.1 (45.7;46.5)	42.8 (42.4;43.3)	3.2	47.9 (47.3;48.4)	47.1 (46.5;47.8)	0.7

Table A.5: predicted margins and 95% confidence intervals for **total labor income** – men and women aged 25-34 by birth year

	Men 1965	Women 1965	Diff	Men 1995	Women 1995	Diff
France	90.7 (89.4;92.0)	55.9 (54.6;57.2)	34.8	89.7 (88.6;90.9)	75.5 (74.3;76.6)	14.3
Germany	116.3 (116.0;116.6)	86.7 (86.3;87.1)	29.6	101.8 (100.9;102.6)	96.6 (95.7;97.5)	5.2
Sweden	80.2 (79.9;80.5)	50.4 (50.1;50.6)	29.8	106.8 (106.4;107.3)	87.3 (86.9;87.7)	19.5
Switzerland	103.4 (101.7;105.1)	46.7 (45.0;48.5)	56.7	89.9 (87.5;92.3)	77.5 (75.0;79.9)	12.4
UK	94.2 (93.3;95.2)	38.4 (37.5;39.4)	55.8	105.3 (104.3;106.3)	81.4 (80.5;82.4)	23.9
US	99.6 (98.4;100.9)	60.2 (59.0;61.4)	39.5	106.2 (104.5;107.9)	84.4 (82.7;86.2)	21.7

Within each country, labor incomes are indexed to men born in 1980 = 100

Table A.6: predicted margins and 95% confidence intervals for **total labor income** – men and women aged 25-34 **without children** by birth year

	Men 1965	Women 1965	Diff	Men 1995	Women 1995	Diff
France	91.0 (89.1;92.9)	75.1 (72.8;77.5)	15.8	94.5 (93.1;95.9)	90.5 (89.0;92.0)	4.0
Sweden	81.3 (80.9;81.7)	72.3 (71.9;72.8)	9.0	114.6 (114.0;115.1)	104.1 (103.5;104.6)	10.5
Switzerland	101.2 (98.9;103.5)	74.2 (71.6;76.8)	27.0	94.8 (92.2;97.4)	88.3 (85.5;91.0)	6.5
UK	87.6 (86.2;89.0)	75.8 (74.0;77.7)	11.7	107.5 (106.4;108.6)	98.2 (97.0;99.4)	9.3
US	100.9 (99.0;102.9)	88.6 (86.2;90.9)	12.3	112.9 (110.7;115.2)	103.2 (100.7;105.7)	9.7

Within each country, labor incomes are indexed to men born in 1980 = 100

Table A.7: predicted margins and 95% confidence intervals for **total labor income** – men and women aged 25-34 **with children** by birth year

	Men 1965	Women 1965	Diff	Men 1995	Women 1995	Diff
France	89.5 (87.9;91.2)	45.0 (43.6;46.4)	44.5	86.8 (84.4;89.2)	54.3 (52.5;56.0)	32.6
Sweden	76.7 (76.3;77.0)	37.4 (37.2;37.6)	39.2	111.6 (110.3;112.8)	50.4 (49.8;50.9)	61.2
Switzerland	103.0 (100.9;105.0)	22.2 (20.4;24.1)	80.7	93.5 (86.8;100.2)	45.9 (41.0;50.7)	47.6
UK	97.7 (96.7;98.8)	22.4 (21.5;23.3)	75.3	104.0 (102.0;106.1)	51.2 (49.7;52.6)	52.8
US	97.5 (96.0;98.9)	42.2 (41.0;43.4)	55.3	104.1 (100.9;107.3)	55.6 (53.3;57.9)	48.5

Within each country, labor incomes are indexed to men born in 1980 = 100

Table A.8: predicted margins and 95% confidence intervals for **weekly working hours** – men and women aged 25-34 by birth year (8 additional countries)

	Men 1965	Women 1965	Diff	Men 1995	Women 1995	Diff
Austria	37.6 (37.1;38.0)	24.8 (24.4;25.3)	12.7	32.0 (31.4;32.6)	27.1 (26.5;27.7)	4.9
Belgium	35.5 (35.0;35.9)	23.4 (22.9;23.8)	12.1	30.9 (30.1;31.7)	28.0 (27.2;28.9)	2.9
Denmark	33.6 (33.1;34.2)	26.9 (26.4;27.5)	6.7	28.7 (27.9;29.6)	24.2 (23.3;25.0)	4.6
Italy	34.1 (33.9;34.3)	18.0 (17.8;18.2)	16.2	26.1 (25.6;26.5)	19.2 (18.8;19.6)	6.9
Luxembourg	38.5 (37.6;39.3)	23.3 (22.4;24.1)	15.2	31.7 (30.5;32.8)	29.7 (28.4;30.9)	2.0
Norway	33.1 (32.1;34.0)	22.3 (21.3;23.3)	10.7	31.8 (30.8;32.8)	27.9 (26.8;29.0)	3.9
Portugal	38.1 (37.6;38.6)	28.9 (28.4;29.4)	9.2	29.4 (28.6;30.2)	29.0 (28.2;29.9)	0.4
Spain	32.8 (32.4;33.1)	16.9 (16.6;17.3)	15.9	25.5 (24.8;26.1)	23.9 (23.2;24.6)	1.6

Table A.9: predicted margins and 95% confidence intervals for **Occupational Earning Potential (OEP)** – men and women aged 25-34 by birth year (8 additional countries)

	Men 1965	Women 1965	Diff	Men 1995	Women 1995	Diff
Austria	44.2 (43.7;44.8)	36.0 (35.3;36.6)	8.2	51.3 (50.6;52.1)	47.8 (47.0;48.6)	3.5
Belgium	48.7 (48.0;49.4)	42.8 (42.0;43.7)	5.9	51.4 (50.3;52.6)	46.2 (45.1;47.4)	5.2
Denmark	47.6 (46.8;48.4)	37.9 (37.1;38.8)	9.7	52.6 (51.4;53.8)	49.6 (48.3;50.8)	3.0
Italy	42.1 (41.9;42.4)	36.8 (36.5;37.2)	5.3	43.7 (43.1;44.2)	39.4 (38.7;40.0)	4.3
Luxembourg	45.0 (43.7;46.4)	37.9 (36.2;39.5)	7.2	60.8 (59.0;62.6)	59.7 (57.7;61.7)	1.1
Norway	46.6 (45.1;48.1)	36.0 (34.3;37.6)	10.6	52.7 (51.2;54.1)	49.8 (48.2;51.4)	2.9
Portugal	42.7 (42.1;43.4)	34.2 (33.5;34.9)	8.5	52.4 (51.4;53.5)	45.3 (44.2;46.4)	7.1
Spain	41.8 (41.3;42.3)	36.6 (35.9;37.2)	5.2	47.3 (46.4;48.2)	43.0 (42.1;44.0)	4.3

APPENDIX A – FIGURES

Figure A.1: total labor income in the US, 25-34, by birth year – with/without self-employed labor income (indexed to men born in 1980 = 100)

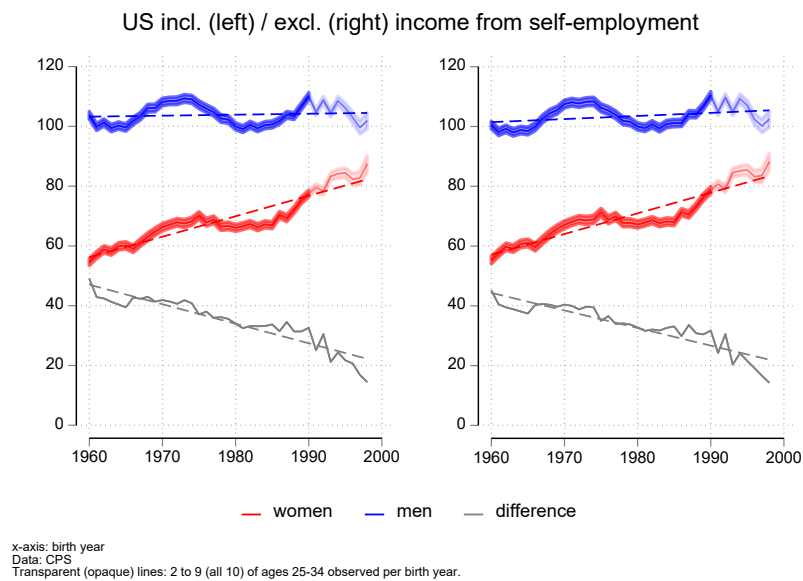
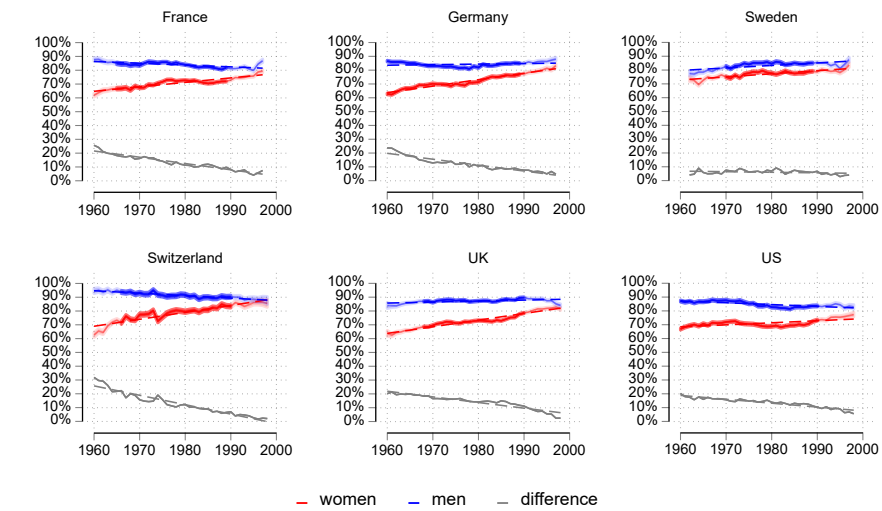


Figure A.2: predicted employment of men and women, 25-34, by birth year

x-axis: birth year
 Data: National LFS (FR,CH,UK); EU-LFS (DE,SE); CPS (US)
 Transparent (opaque) lines: 2 to 9 (all 10) of ages 25-34 observed per birth year.

Figure A.3: total labor income, men and women aged 25-34, by birth year, Swiss Household
Panel 1999-2024 (indexed to men born in 1980 = 100)

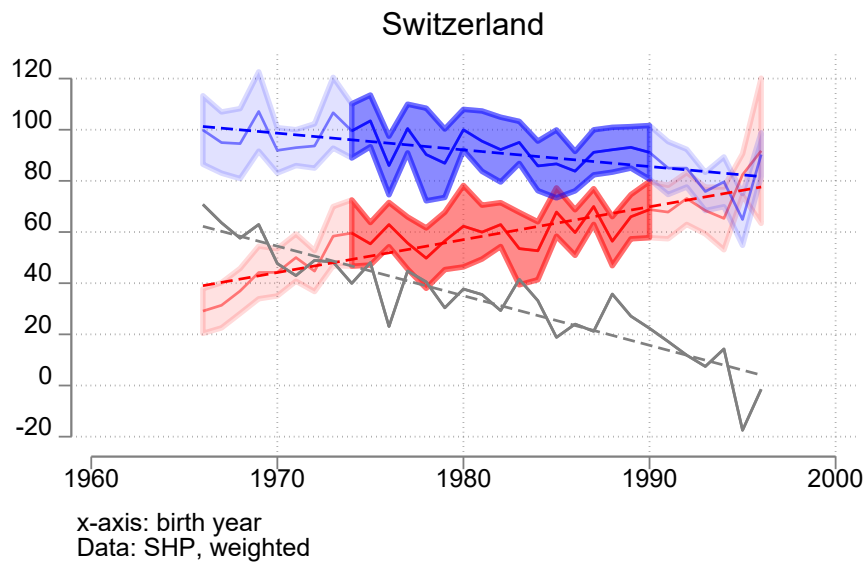
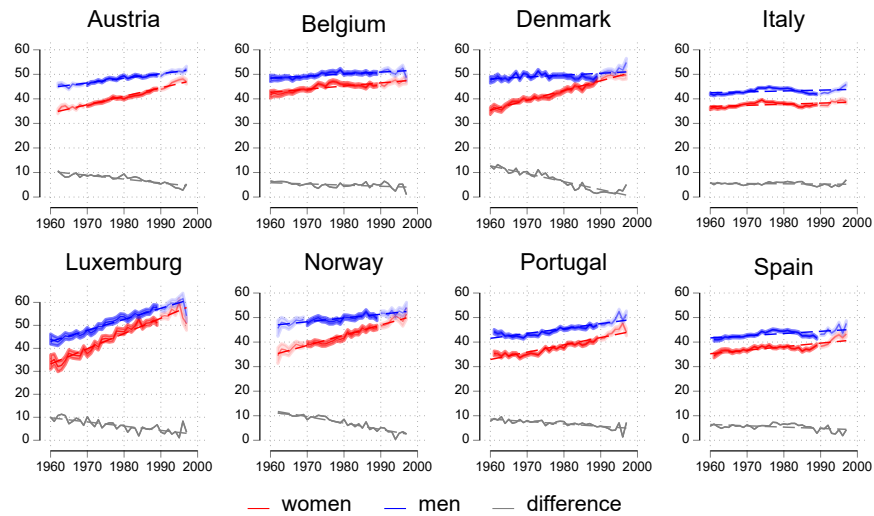


Figure A.4: OEP of men and women, 25-34, by birth year – 8 additional countries

x-axis: birth year
 Data: EU-LFS
 Transparent (opaque) lines: 2 to 9 (all 10) of ages 25-34 observed per birth year.

APPENDIX B – DECOMPOSITION OF HOURLY INCOME

We decompose the gender gap in total labor income into two components: differences in hours worked and differences in hourly income. Total labor income equals hours worked times hourly income. We measure gender inequality using female-to-male ratios:

- R_{LI} = ratio in per-capita labor income
- R_{HW} = ratio in hours worked
- R_{HI} = ratio in hourly income

By definition: $R_{LI} = R_{HW} \times R_{HI}$

To decompose additively, we work with proportional gaps (G) rather than ratios, where each gap equals one minus the corresponding ratio. For example, $G_{LI} = 1 - R_{LI}$ represents the gender gap in per-capita labor income. Substituting ratios with gaps in the equation above yields:

$$G_{LI} = G_{HW} + G_{HI} - G_{HW} \cdot G_{HI}$$

This shows that the total gap consists of the hours gap plus the hourly income gap, and an interaction term. To obtain additive contributions that sum exactly to the total gap, we use the Shapley decomposition. This method assigns each component its average marginal contribution across all possible orderings.

For our two-component case, the contributions are:

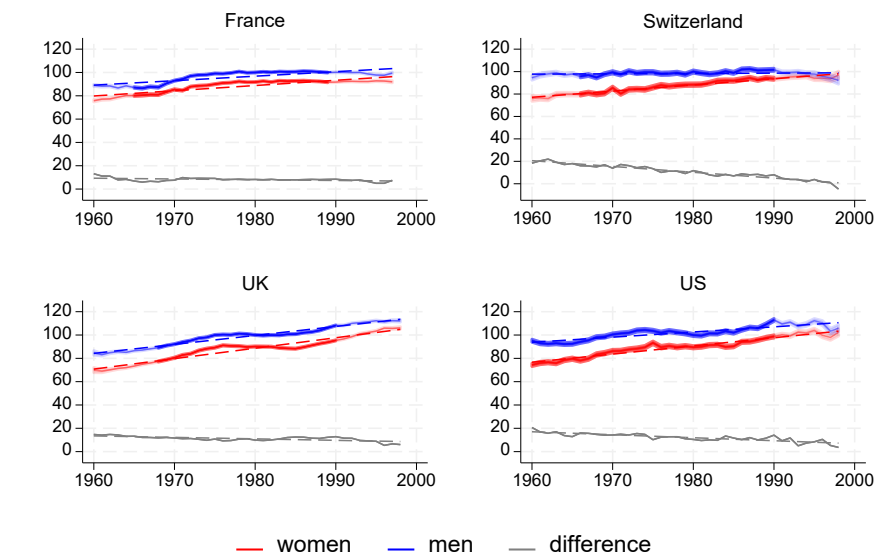
- Contribution of hours worked: $C_{HW} = G_{HW} \cdot (1 - \frac{1}{2} \cdot G_{HI})$
- Contribution of hourly income: $C_{HI} = G_{HI} \cdot (1 - \frac{1}{2} \cdot G_{HW})$

These sum to the total gap: $G_{LI} = C_{HW} + C_{HI}$

APPENDIX C – COMPUTING HOURLY INCOME FROM THE DATA

Our decomposition in Figure 6 weights each hour equally, whereas a worker-averaged measure only compares hourly earnings among employed women and men, weighting each worker equally. The two can diverge when gender differences in employment and hours correlate with wages – that is, if there is differential selection into employment. Figure C.1 shows worker-averaged hourly gaps in the four countries where income and hours are recorded in the same dataset (France, Switzerland, UK, US). Because fewer women worked in the 1965 cohort, employed women were more positively selected, yielding smaller hourly gaps than in the decomposition that includes all individuals in Figure 6. Even so, the hourly gap in labor income narrows between the 1965 and 1995 cohorts from 8% to 5% in France, 18% to 4% in Switzerland, 15% to 8% in the UK, and 14% to 7% in the US.

Figure C.1: gap in hourly labor income among the employed, 25-34, by birth year (indexed to men born in 1980 = 100)



x-axis: birth year
 Data: National LFS (FR,CH,UK); CPS (US)
 Transparent (opaque) lines: 2 to 9 (all 10) of ages 25-34 observed per birth year.