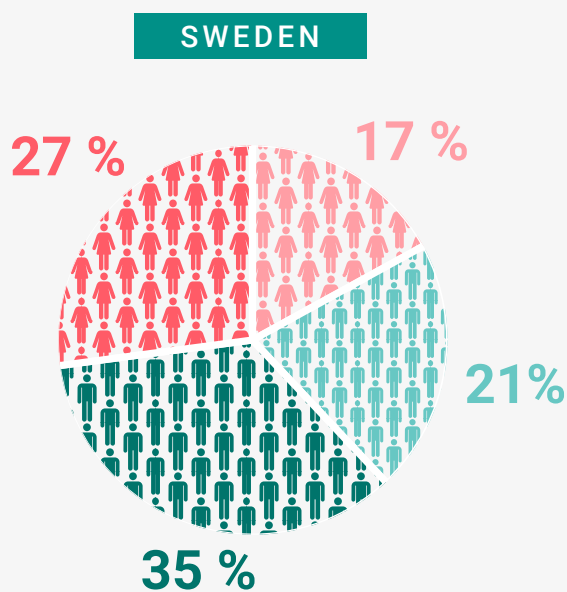




The Gender Pay Gap Among PhD Holders in Sweden and Norway

In 2017, the overall female share of employed PhD holders was 44 percent in Sweden and 43 percent in Norway. Both inside and outside academia, there is gender balance among PhD holders. Still, gender inequalities in wages remain, and little is known about the gender pay gap in this group, especially the gender pay gap among PhD holders outside academia.

Employed PhD holders



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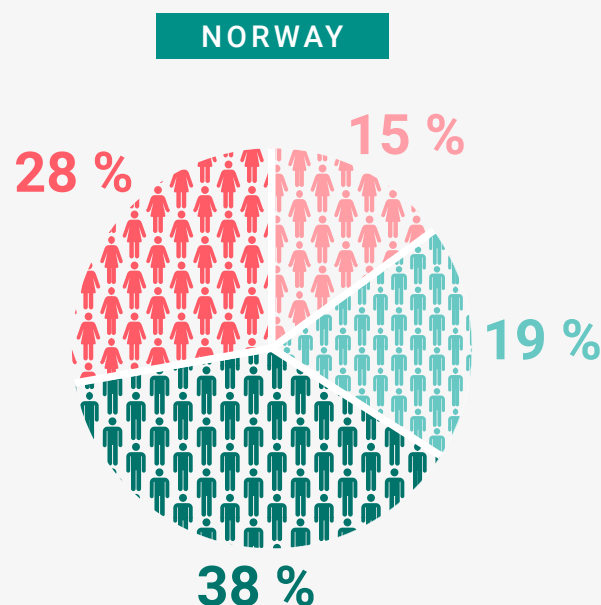
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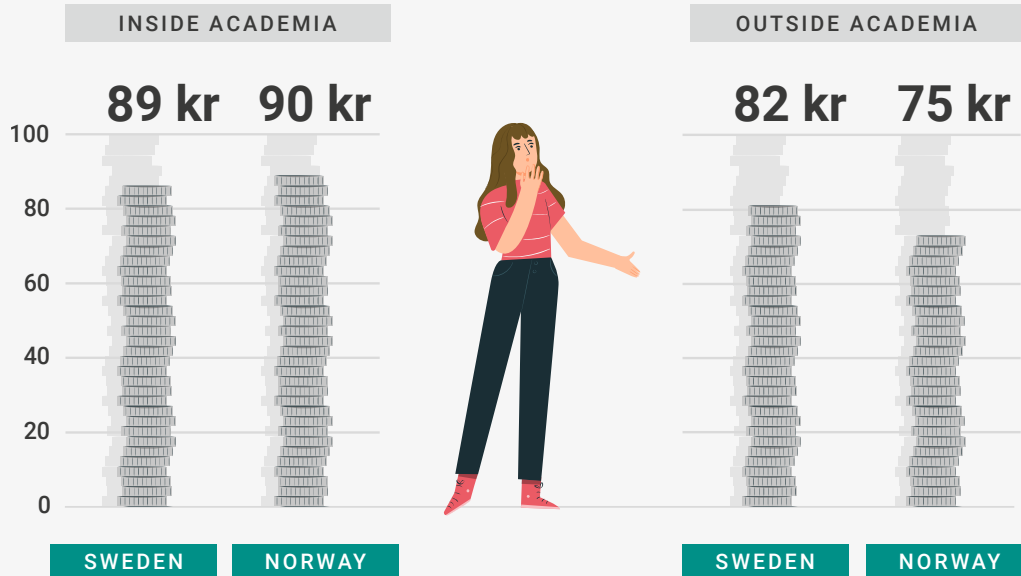


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Calculations are based on Swedish and Norwegian administrative data (2017). Data sample includes PhD holders in the age group 25–65 years old.

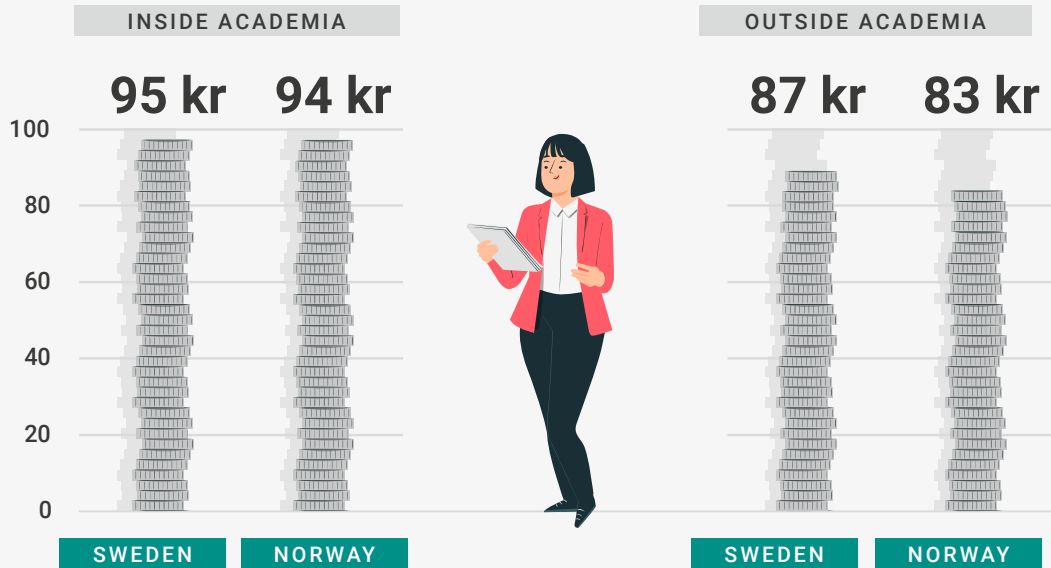
PhD Educated Women Earn Less Than PhD Educated Men

Observed gender pay gaps



In Sweden and Norway, women with PhDs earn 90 kroner or less per 100 kroner earned by men with PhDs. The pay gap is widest in Norway, outside academia. The pay gap is narrower within academia.

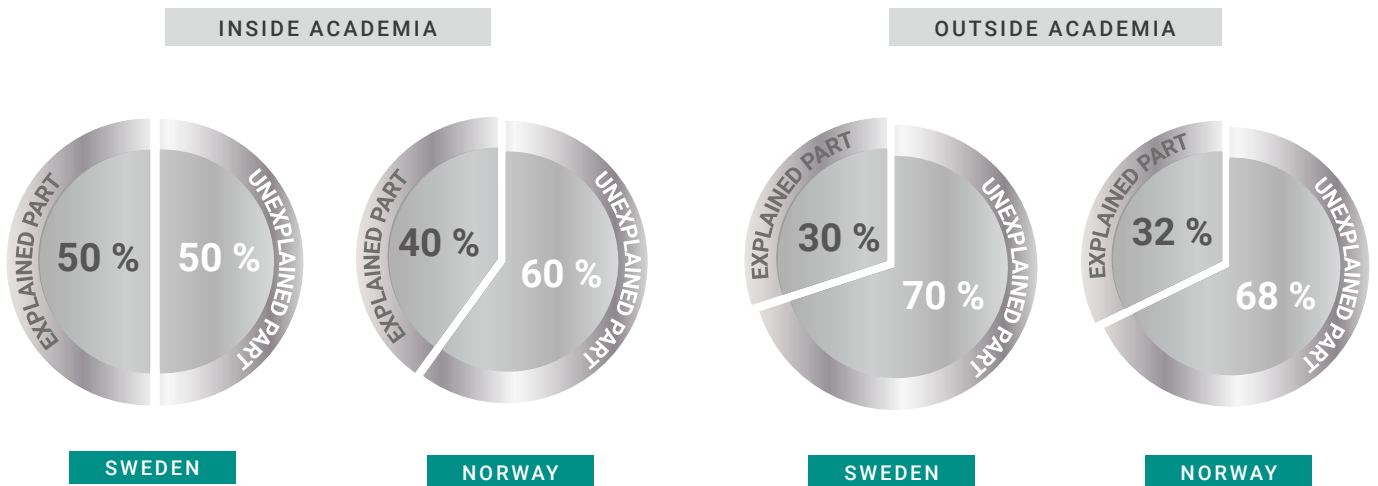
Adjusted gender pay gaps



- Comparing relatively similar men and women reduces the pay gap.
- Men with PhDs have observable characteristics that are associated with higher wages than women with PhDs.

The observed gender pay gaps could arise from differences in observable characteristics, such as age/experience, educational or occupational field. Taking these factors into account allows for comparison of relatively similar women and men. This is the adjusted pay gap.

Explaining the Gender Pay Gap Among PhD Holders

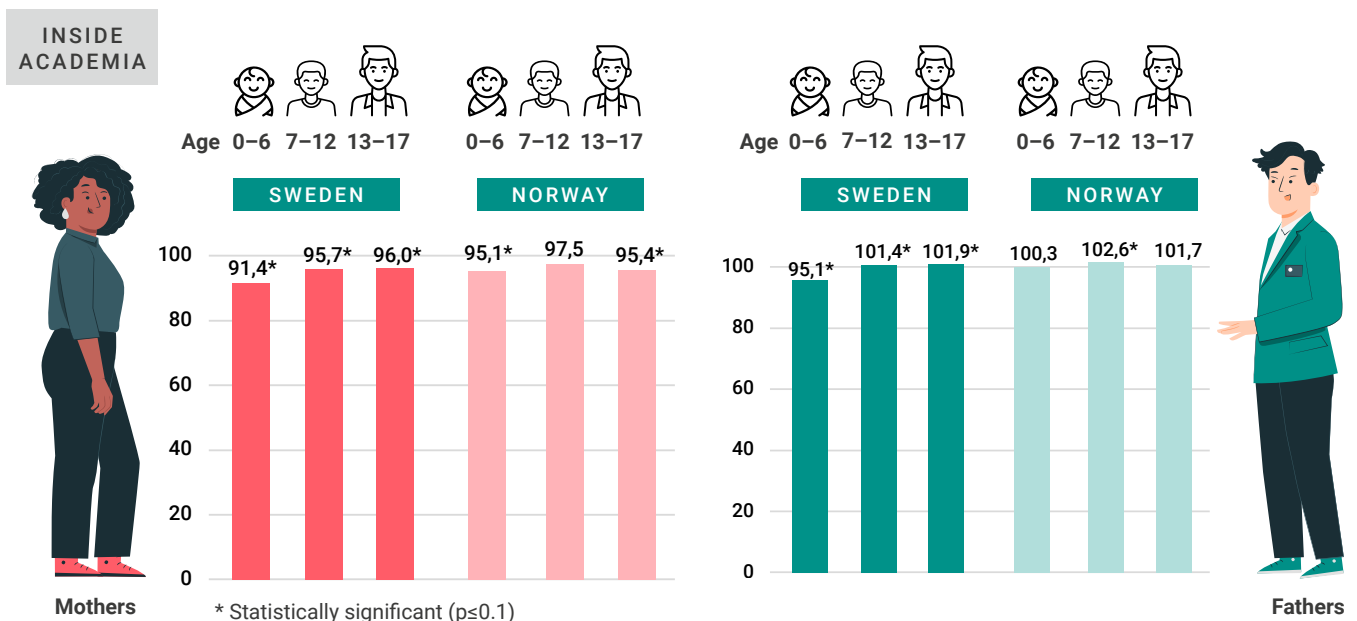


- Up to 50 percent of the gender pay gap can be explained by differences in observable characteristics.
- The most important explanatory factor is gender segregation. Women and men hold different positions and work in different occupations and industries.

The gender pay gap is broken down into one share that is explained by differences in observable characteristics, and one share that is unexplained. See [project webpage](#) for details.

Parenthood and Wages Among PhD Educated Men and Women

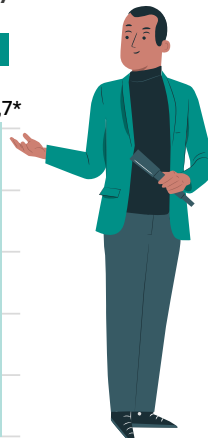
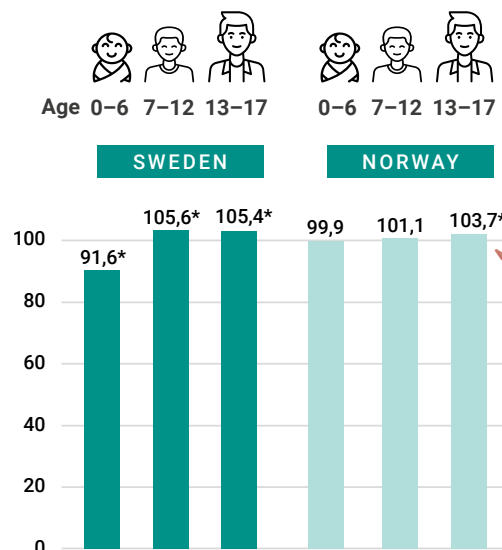
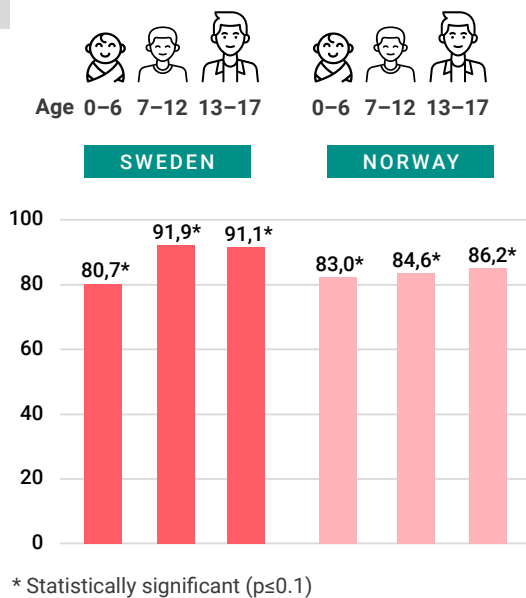
Having children affects most academics – both men and women.
Is there a parenthood wage penalty for PhD Holders?



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Mothers



Fathers

Mothers earn lower wages than otherwise comparable women without children. The motherhood penalty is largest outside academia and largest for women with small children.

The pattern is less clear among fathers. Men with small children earn lower wages than men without children in Sweden, but the difference is not statistically significant in Norway. Men with older children earn higher wages than men without children.

Possible mechanisms behind the parenthood wage difference:

- Career breaks ► longer parental leaves may lead to a stronger deterioration of qualifications, experience and productivity among mothers.
- Time constraints ► time spent on childcare increases and may lead to household specialization: one parent takes on the primary responsibility for family duties, while the other parent may increase their commitment to work.
- Selection or discrimination ► employers may be seen as unwelcoming toward parents, or employers may discriminate on the basis of parenthood and/or gender.

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Further information about the project can be found on the [project webpage](#) (QR code)

