

WAGE GAP AND PAY INEQUITY FOR WOMEN

APA PUBLIC INTEREST WOMEN'S PROGRAMS OFFICE

Lower salaries reflect disparities in advancement and leadership positions

Wage Gap and Pay Inequity

Two decades into the 21st century and women in psychology continue to experience lower salaries, greater gaps in wages, and an increasing average student loan debt than men in psychology and women in other sciences.

- Women in psychology made about 78% as much as men in psychology in 2010.
- For psychologists, the data are mixed regarding progress toward gender parity; independent practice is one area in which women have made great advances.
- Lower salaries reflect disparities in advancement and leadership positions.

Interrelated Factors Contributing to the Wage Gap

- Systematic institutional bias
- Stereotyping of women in leadership positions and positions of power; conflict between roles
- Lack of support and mentorship for women students and early career psychologists
- Overrepresentation of women in part-time and other contingent positions vs. full-time and tenure-track positions
- Internalized oppression; compounded marginalization based on intersectional identities
- Sexual discrimination and harassment

ACTION STEPS

What Psychology Can Do

- Raise awareness of and advocate for gender wage equity.
- Advocate for federal and state policies that encourage salary transparency, fairness, and protection.
- Identify partners to create a multi-institutional task force to address gender wage gap issues:
 - Underrepresentation of women in academic leadership positions and at full professor rank
 - Slow career paths and revolving door effects that keep women clustered at the assistant and associate professor levels
- Identify individual, institutional, and societal factors that influence leadership in science by:
 - Promoting research to increase leadership skills among underrepresented women
 - Facilitating mentoring and support for women in leadership positions
 - Identifying factors related to decision-making about career choices, student loan debt, job activities, and hours worked
 - Promoting funding for research on career decision-making through APA's Science Directorate
- Monitor progress with data to illustrate trends observed in this report, especially the wage gap.



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Wage analyses did not control for such factors as age, marital status, employment sector, or hours worked.

Unless otherwise noted, the information here is drawn from the *Changing Gender Composition of Psychology: Update and Expansion of the 1995 Task Force Report* (APA, Committee on Women in Psychology, 2017). Retrieved from <http://www.apa.org/pi/women/programs/gender-composition/index.aspx>