



НАЦИОНАЛЬНЫЙ ИССЛЕДОВАТЕЛЬСКИЙ  
УНИВЕРСИТЕТ

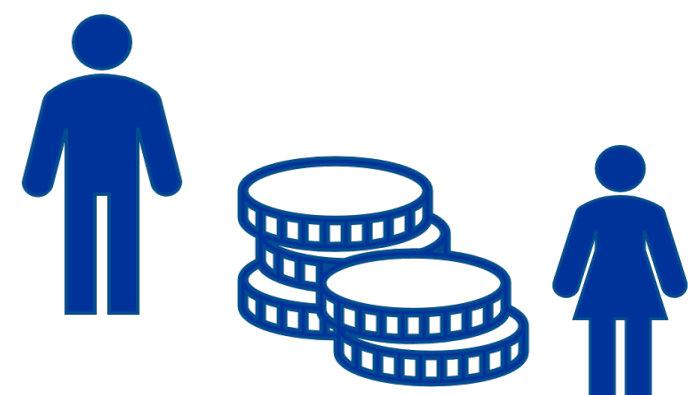
Laboratory for Labour Market Studies

# **GENDER GAP IN THE RUSSIAN LABOR MARKET: META-ANALYSIS, EDUCATIONAL SEGREGATION AND NON-COGNITIVE CHARACTERISTICS**

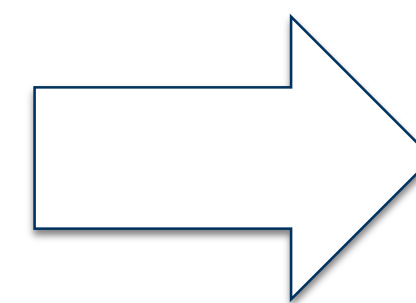
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In Russia, the gender wage gap is 30%



Reasons?



We are looking for answers in several directions:

- We performed a meta-regression analysis summarizing the results of all previous studies of the gender wage gap in Russia.
- The explanatory power of traditional factors is weakening. We examined the impact of non-cognitive skills on the gender wage gap.
- One of the main reasons for the gender gap is industry and occupational segregation, which explains about 30% of the wage gap. The reason for the industry asymmetry is segregation in education.



# Meta-analysis of the gender wage gap in Russia

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We summarized estimates of the gender wage gap in the Russian labour market from 1996 to 2021.

The literature list contains 34 works and 174 measurements of the gender pay gap.

The main results of the study:

- The main reasons for the large variation in the unexplained portion of the gap are the measurement of wages and the information database of researches.
  - The wage gap is higher for monthly wages than hourly wages.
  - Compared to household surveys, enterprise surveys give a smaller unexplained gender gap.
- We found no significant differences between the assessment methods.
- Over time, there had been a decline in the explanatory power of traditional factors such as human capital and job characteristics.
- It is important to take into account the personal characteristics of workers when explaining the gender wage gap.



# Can non-cognitive skills explain the gender wage gap in Russia? Unconditional quantile regression approach

We looked at the impact of noncognitive skills on the gender wage gap - the Big Five (conscientiousness, openness to experience, extraversion, compliance, and neuroticism), locus of control, and attitude to risk.

The main results of the study:

- Internal locus of control accounts for 4-8 per cent of the gender wage gap, but the contribution is halved when personality is measured as the Big Five and risk attitudes.
- We observe significant differences across the wage distribution with non-cognitive skills being especially important at the top.
- Although non-cognitive skills are closely related to the choice of career path, our results show that once job characteristics are controlled for, the contribution of personality goes down only slightly, suggesting that there are mechanisms other than job sorting that mediate the effect.

Non-cognitive skills	Share in GWG (%)
2016	
Openness	-0.9*
Conscientiousness	-0.9*
Extraversion	-0.9
Agreeableness	0.6
Neuroticism	2.4***
Risk liking	1.8**
2011	
Internal locus of control	5.2***



# The gender wage gap among university graduates in Russia: horizontal segregation in education and jobs

To assess the gender gap in the wages of university graduates, a database of all-Russian administrative data on the employment of graduates for 2020 was used.

The main results of the study:

- The gender gap in starting salaries is 32%.
- The Duncan Index of 35% indicates significant educational segregation, which spills over into industry segregation, measured at 24%.
- Educational segregation increases the gender gap by 8%. The share of industry segregation is 10%.

Distribution of men and women in educational specialties

