

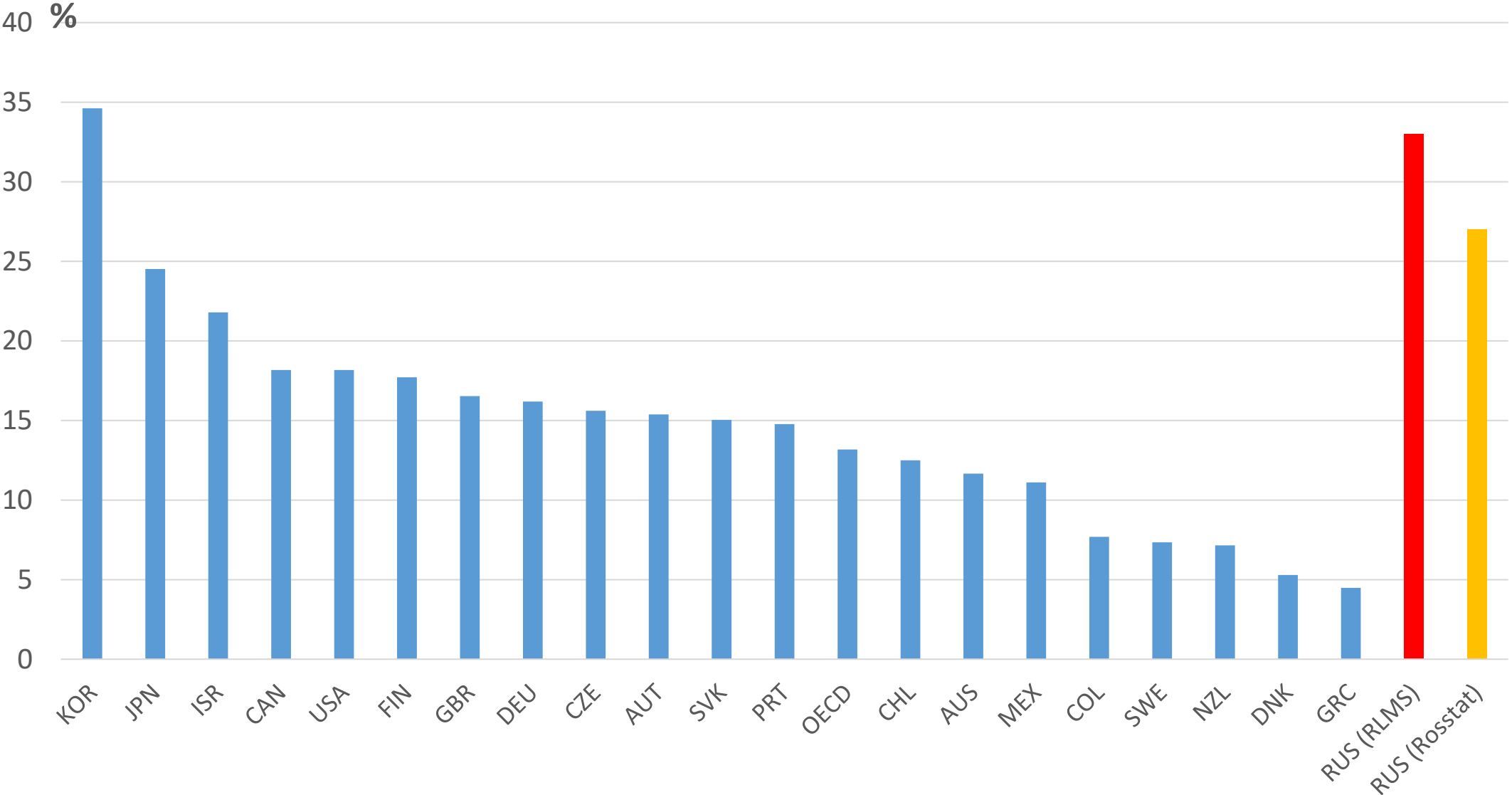
Gender Wage Gap in Russia: A (Very) Brief Overview

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Fig.1. Gender gap in monthly earnings across OECD countries and in Russia in 2017



Notes: The gender wage gap is defined as the difference between median earnings of men and women, relative to median earnings of men. Data refer to full-time employees, excluding self-employed individuals. The source of data for all countries, except Russia, is OECD Employment Database (2020), Gender wage gap (indicator). doi: 10.1787/7cee77aa-en (Accessed on 16 January 2020). Estimations for Russia are made by authors using RLMS-HSE and Rosstat micro-data of 2017.

Fig.2. The dynamics of GWG in monthly wages over 1994-2018 in Russia

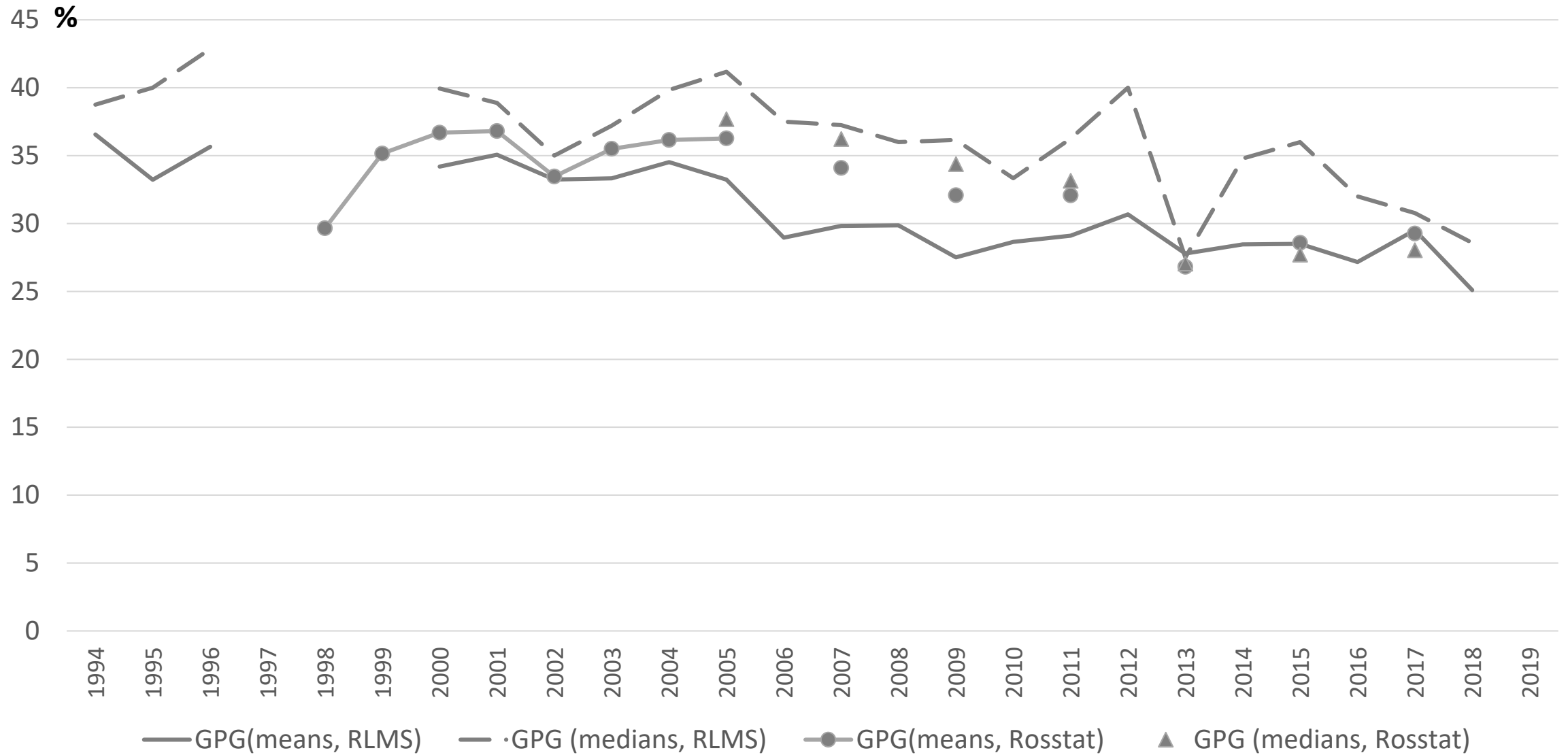


Fig.3. Explained and unexplained parts of GWG after the OB decomposition in 2004-2018 (RLMS HSE data).

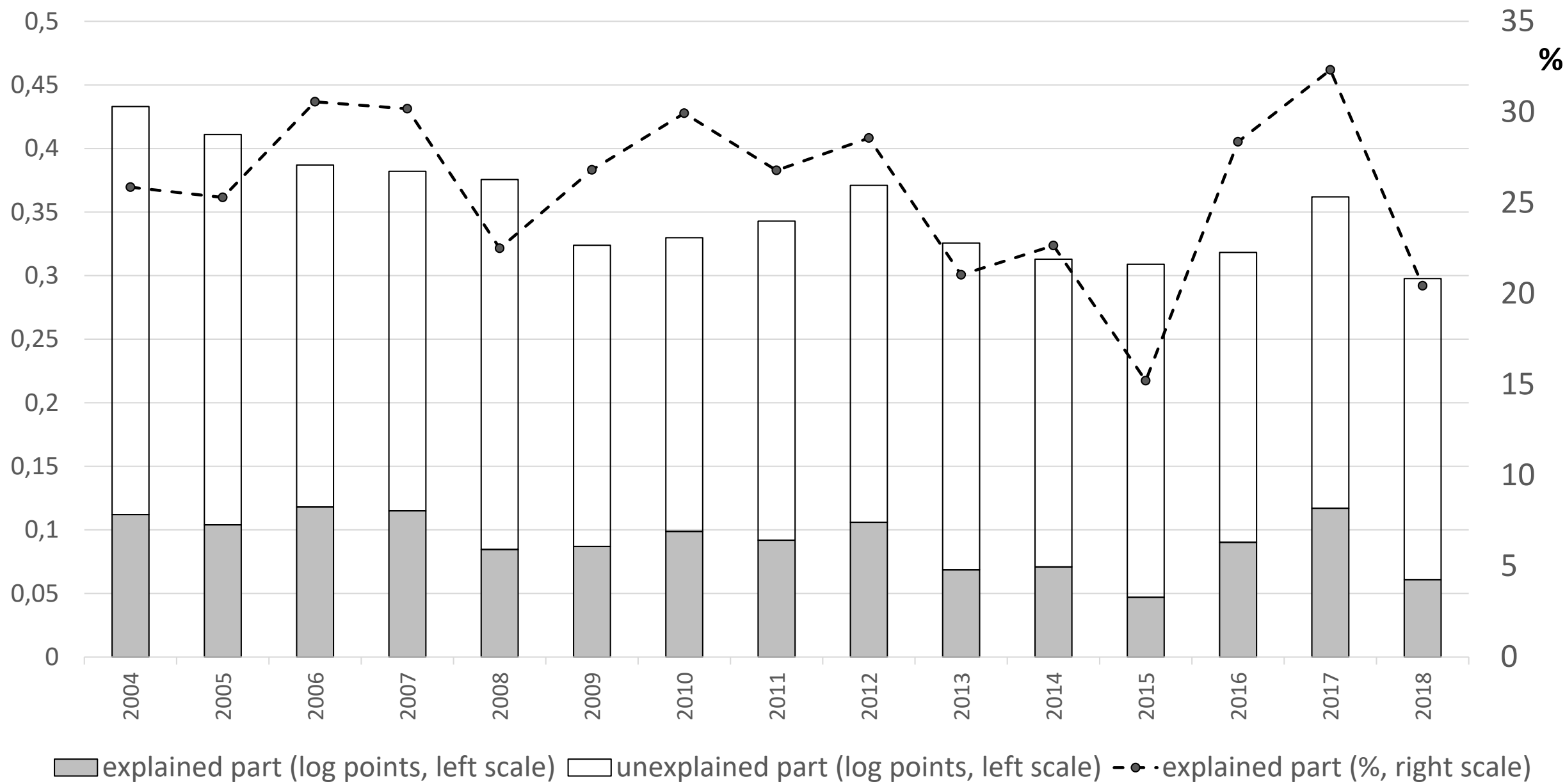


Fig.4. The structure of the explained part of GWG (in % of total GWG) in 2004-2018

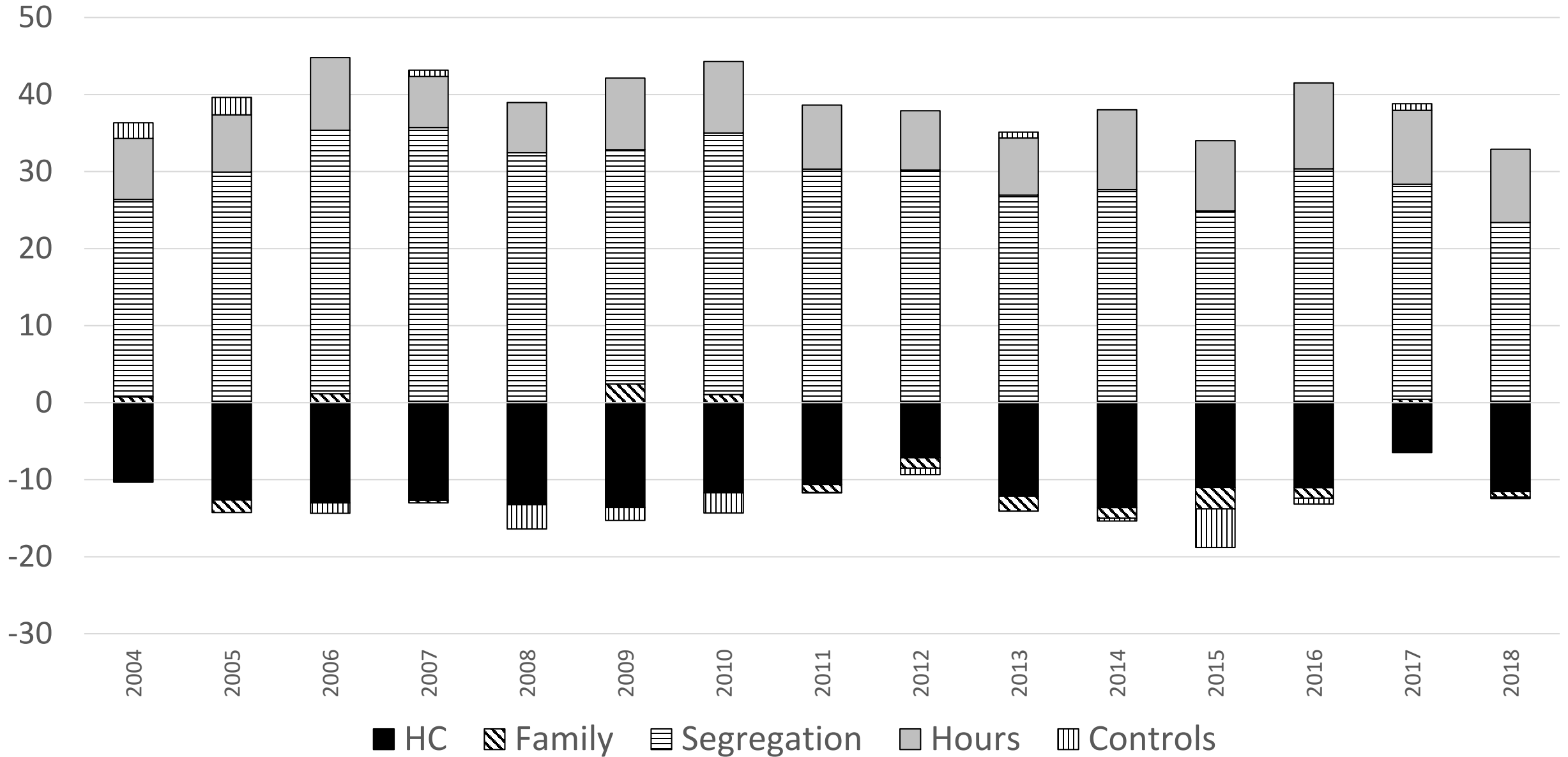
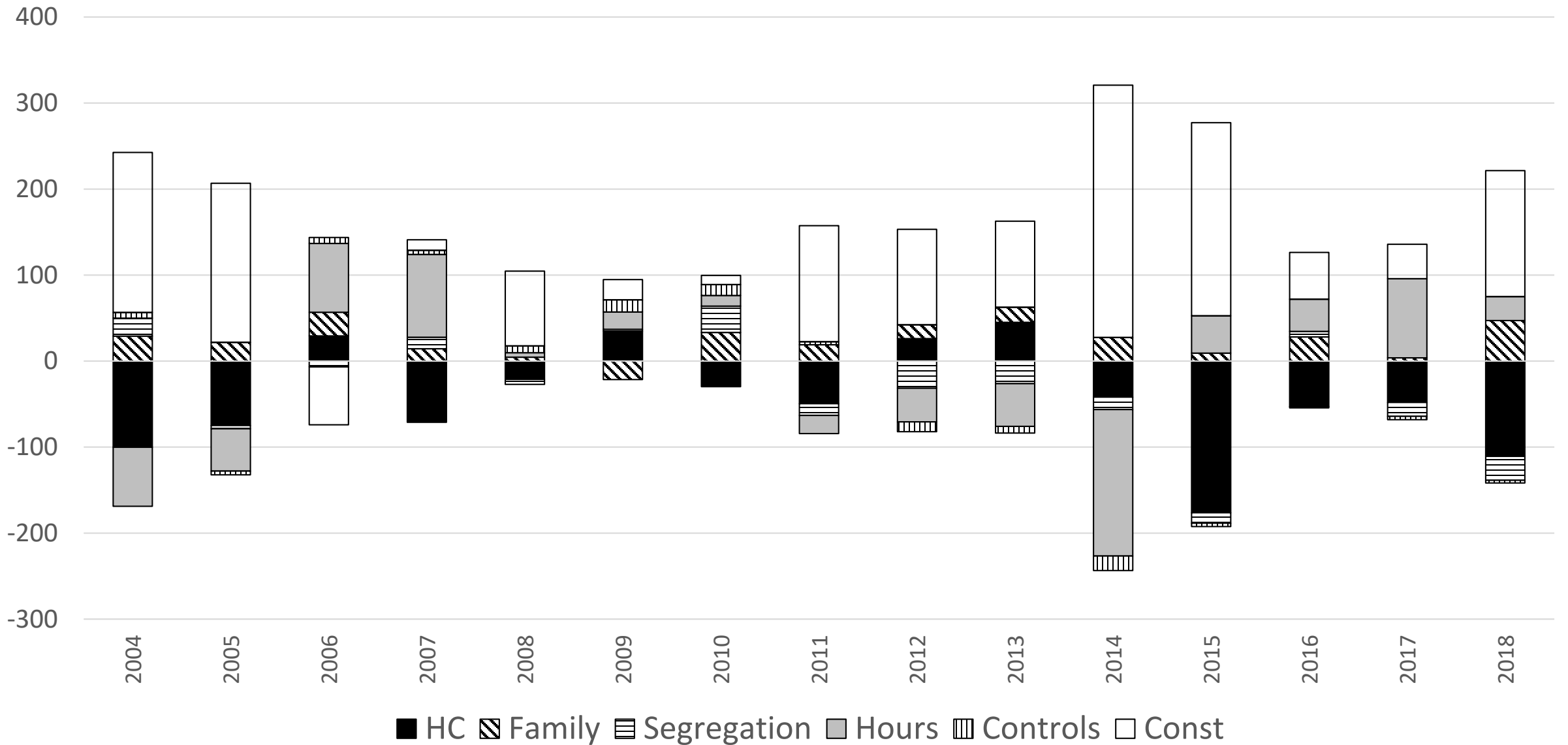


Fig.5 The structure of the unexplained part of GPG (in % of the total GPG) in 2004-2018.



Summary and areas for future research

- GWG in Russia...
- is large compared to other developed countries
- slowly decreases over time, in line with international trends
- can't be explained by traditional economic factors (human capital, occupational and industrial segregation by gender, working hours) – similar to other countries

The unexplained part is large but direct evidence on discrimination is scarce

Areas for future research:

- Differences in returns
- Differences in personality traits/non-cognitive skills
- Social norms?