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GENDER WAGE GAP: ISSUE OF PARENTING

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Summary. *The paper analyzes gender wage gap in Ukraine. Using econometric modeling differentiation in labor income of men and women was defined. Analysis was based on socio-demographic*

characteristics, scope and forms of employment, and parental status. Data were from 2007 and 2012 Ukrainian Household Surveys.

Keywords: *wages, gender differentiation of labor income, parenthood, gender.*

Calculations demonstrate significant wage gap between women and men: in 2007 it made 36%, while in 2012 decreased to 28%. Gender wage gap is transformed to the gap in retirement compensation, which results decline in women's living standards.

Research confirms the significant differences in pay for men and women depending on area of residence. Women in urban area in 2012 earned almost 25 % more than women in rural area. Among men, this figure exceeded 41%.

The wages of women are much more dependent on the level of education than men. Thus, women with higher education earn about 30-40% more than those who did not completed high education, while highly educated men earn only about 25% more than those who have not received higher education.

One of the key factors affecting the difference in labor income of men and women is parenting status. Research shows that in 2012 women with children

under 3 years earned 39.2% less than women with school age kids. At the same time mothers of preschool children got 12.2% less compared to women with school age kids. And in 2007, these figures were much better - 25.8% and 8.1% respectively. This indicates deterioration in the labor market for mothers with small kids.

Against the backdrop of a gradual reduction of the gender pay gap, the gap in pay between men and women with preschool children is rapidly increasing. The biggest loss of parental earnings is observed in areas dominated by unskilled labor and informal employment. The high level of education is one of the main factors that can reduce the gender wage gap. For balancing of labor income of women and men with children it is crucially important to develop social infrastructure which allows comfortable combination of parenthood and active labor market participation.

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