## Contents

List of Tables  x

List of Figures  xiv

List of Abbreviations  xv

Acknowledgements  xvi

1 **Introduction**  1
   1.1 The roots of the present in the past  1
   1.2 The history of the study  3
   1.3 Underlying assumptions  4
   1.4 Western research on the employment and earnings of Soviet women  6
   1.5 Outline of the book  9

2 **Gender, Discrimination and Western Economic Theory**  11
   2.1 Gender wage differentials  11
   2.2 Neoclassical and efficiency wage theory  16
   2.3 Why do women get lower pay?  18
   2.4 Occupational segregation  21
   2.5 Discrimination  28
   2.6 Modelling wages and wage discrimination  37

Appendix  46

3 **Soviet Wages and Salaries**  49
   3.1 Issues in Soviet wage formation  49
   3.2 The post-war Soviet wage system  55
   3.3 Wages by occupation and sector  60
   3.4 Not just the money wage  70

4 **Women and Men in Taganrog and in the USSR**  82
   4.1 The data  82
   4.2 Gender and age composition of the sample  84
   4.3 Education  86
   4.4 Female labour force participation  90
   4.5 Working hours  95
   4.6 Segregation by gender  97
   4.7 Children, housework and employment  101
4.8 The wages of Soviet women and men: a first look 109
Appendix 115

5 The Wages of Soviet Women and Men 120
5.1 The raw materials of analysis – sample and variables 120
5.2 Wage functions for hourly wage rates 127
5.3 Monthly wages 135
5.4 Results from the decomposition 139
5.5 Beyond Taganrog 143
5.6 ‘Productive’ and ‘non-productive work’ 145
Appendix 149

6 Pay and Education 161
6.1 Introduction: The debate over ‘wage-levelling’ 161
6.2 Pay and education in the USSR. What is known? 162
6.3 Methodological issues 165
6.4 Results from the survey 168
6.5 Was there an official policy of ‘wage-levelling’? 184
6.6 Demand and supply of educated labour in the USSR 187
6.7 What determines the choice of education? 191
6.8 Over- and underqualification of staff 192
6.9 Conclusions 196
Appendix 198

7 Taganrog Post-USSR: Patriarchy, Poverty, Perspectives 202
7.1 Introduction 202
7.2 Women in post-reform Russia 203
7.3 Russian survey data 207
7.4 Gender and employment in Russia 209
7.5 Unemployment 219
7.6 The gender earnings gap 224
7.7 Estimates of wage and earnings models 228
Appendix 232

8 Summary and Conclusions 237
8.1 The ‘Woman Question’ in Soviet ideology 237
8.2 Economic theory and statistical methods 238
8.3 Soviet priorities, wages and gender 239
8.4 The male/female wage differential 240
8.5 Rewards to education or ‘levelling’? 243
8.6 The Soviet legacy of discrimination 244
8.7 Women in post-Soviet Russia 246
List of Tables

Table 2.1  Female/male wage ratios in 1960 and 1988  11
Table 2.2  Segregation, participation and wage ratios, OECD 12
countries
Table 2.3  Female/male earnings ratio adjusted for hours 14
(in per cent) and percentile position of the female
average in the male wage distribution
Table 3.1  Relative basic wage under normal working conditions 61
Table 3.2  Bonuses as a percentage of industrial workers’ wages 65
Table 3.3  Relative monthly earnings by branch of industry 66
(as per cent of average industrial wage)
Table 3.4  Relative average monthly wages for workers and 69
employees in different sectors
Table 4.1  Life expectancy at birth 85
Table 4.2  The percentage of women among students in higher 88
education
Table 4.3  Female and male labour force participation rates, 94
16–64 years of age, 1989
Table 4.4  Percentages of women in different sectors 98
Table 4.5  Percentages of women in selected non-manual 101
occupations
Table 4.6  Housework done by men and women in Russian 106
cities, 1965–68
Table 4.7  Housework and paid work done by men and women 106
in Pskov, 1986
Table 4.8  Housework and paid work done by working men and 107
women in Taganrog, 1989
Table 4.9  Housework and paid work done by urban, employed 108
men and women aged 18 and above in Pskov and
Finland
Table 4.10  Average monthly wage (after tax) by type of 112
education (all household members with non-zero
wage the previous month)
Table 4.11  Average monthly wage (after tax), by job level 113
Table 4.12  Average monthly pre-tax wages for workers and 114
employees in different branches of the state
sector
Table A4.1  Age distribution in percentages of adult (aged 20+) men and women among all household members (All), among respondents (Resp.), in Taganrog and in the Russian urban population

Table A4.2  Education of employed men and women among all household members (All), among respondents (Resp.) and according to census data for Taganrog and the RSFSR

Table A4.3  Wages from the state sector and total labour income (including income from co-operatives and self-employment) of the sample of all household members and of respondents

Table 5.1  Comparison of average working hours reported as ‘normal’ hours and calculated from time-use data

Table 5.2  Model A: hourly wages of men and women

Table 5.3  Model A of monthly wages

Table 5.4  Decomposition of the gender wage gap according to Model A

Table 5.5  Decomposition of the gender wage gap according to Model B

Table 5.6  Estimates of models of average monthly wages in branches of the economy

Table A5.1  Definition and means of variables

Table A5.2  Imputed years of schooling (edyrs) for different levels of education

Table A5.3  Comparison of main respondents with other household members

Table A5.4  Model B (without part-time variables)

Table A5.5  Variable means for Soviet and sample workers and employees for Model C

Table 6.1  Models C-E for hourly wages

Table 6.2  Models C-E of monthly wages

Table 6.3A  Hourly wages for men, Models E-I

Table 6.3B  Hourly wages for women, Models E-I

Table 6.4A  Monthly wages for men, Models E-I

Table 6.4B  Monthly wages for women, Models E-I

Table 6.5A  Hourly wages for men, Models I-L

Table 6.5B  Hourly wages for women, Models I-L

Table 6.6A  Monthly wages for men, Models I-L

Table 6.6B  Monthly wages for women, Models I-L

Table 6.7  Models I, J, K and L
<table>
<thead>
<tr>
<th>Table</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.8A</td>
<td>Percentage wage differential over unskilled workers with incomplete secondary school, for selected groups: hourly wages of men</td>
<td>180</td>
</tr>
<tr>
<td>6.8B</td>
<td>Percentage wage differential over unskilled workers with incomplete secondary school, for selected groups: hourly wages of women</td>
<td>180</td>
</tr>
<tr>
<td>6.9A</td>
<td>Percentage wage differential relative to unskilled workers with incomplete secondary school, for selected groups: monthly wages of men</td>
<td>181</td>
</tr>
<tr>
<td>6.9B</td>
<td>Percentage wage differential relative to unskilled workers with incomplete secondary school, for selected groups: monthly wages of women</td>
<td>181</td>
</tr>
<tr>
<td>6.10</td>
<td>Average education premia, per year of study, as a percentage of wages</td>
<td>182</td>
</tr>
<tr>
<td>6.11</td>
<td>Proportion of employed specialists with different professional training working as blue-collar workers</td>
<td>192</td>
</tr>
<tr>
<td>6.12</td>
<td>Education of staff in selected occupations, 1970–89</td>
<td>195</td>
</tr>
<tr>
<td>A6.1</td>
<td>Estimates of hourly wages with education/job-type combinations</td>
<td>199</td>
</tr>
<tr>
<td>7.1</td>
<td>Self-defined main occupation of men aged 16–59 and women aged 16–54 in the samples of 1989 and 1993/4</td>
<td>211</td>
</tr>
<tr>
<td>7.2</td>
<td>Occupation of mothers according to age of youngest child</td>
<td>215</td>
</tr>
<tr>
<td>7.3</td>
<td>Percentage women among the employed in economic sectors</td>
<td>216</td>
</tr>
<tr>
<td>7.4</td>
<td>Percentage men and women with entrepreneurial or ITD incomes, Taganrog 1993/4</td>
<td>218</td>
</tr>
<tr>
<td>7.5</td>
<td>Unemployment rates, 1992–98</td>
<td>220</td>
</tr>
<tr>
<td>7.6</td>
<td>Ratio of female to male earnings</td>
<td>226</td>
</tr>
<tr>
<td>7.7</td>
<td>Model of 1989 monthly wages and 1993/4 monthly earnings</td>
<td>229</td>
</tr>
<tr>
<td>7.8</td>
<td>Decomposition of the gender gap in monthly wages, 1989, and earnings, 1993</td>
<td>231</td>
</tr>
<tr>
<td>A7.1</td>
<td>Distribution of male and female workforce by sector in Taganrog and the RSFSR/Russian Federation</td>
<td>233</td>
</tr>
<tr>
<td>A7.2</td>
<td>Average monthly wages for workers and employees in different branches of the economy in percentages of the average wage and the female/male wage ratios 1998</td>
<td>234</td>
</tr>
</tbody>
</table>
Table A7.3  Non-response of men and women aged 18 to pension age, 1993/4  235
Table A7.4  Usual hours of work per week of men and women 1989 and 1993/4  235
Table A7.5  Definition and means of variables in wage or earning models  236
List of Figures

Figure 3.1  Education of the workforce in different branches. Number with higher, secondary specialist or PTU education per 1,000 employed 69
Figure 3.2  Percentage who consider a given factor ‘absolutely necessary’ for a job to be suitable 74
Figure 4.1  The proportion of women to men in the sample and according to census data for Taganrog and the RSFSR urban population 85
Figure 4.2  The education of employed men and women in the USSR, 1989 89
Figure 4.3  Job types of male and female respondents 100
Figure 6.1  Relative wages in Taganrog, 1968–89 163
Figure 7.1  Chart of labour market positions 210
Figure 7.2  Numbers of men and women employed in 1989 and change in economically active population, 1989–98 212
Figure 7.3  Male and female participation rates, Russia, 1989–98 213
Figure A7.1  Employment rates for men and women, 1989. RSFSR census and Taganrog sample 232
Figure A7.2  Labour force participation rates for men and women, in the Russian Federation, 1993, and Taganrog sample, 1993/4 232