

# WHY DO WOMEN TEND TO EARN LESS THAN MEN THROUGHOUT LIFE?

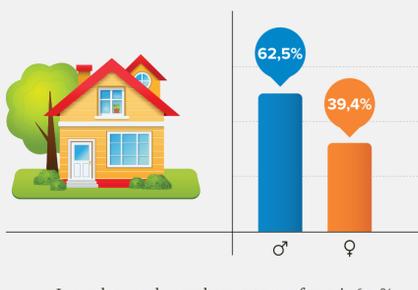


The gender stereotypes about the women's primary role in childcare or household activities determine largely the women's participation into the labour market.

Early childcare is associated with an increase in the employment rate of men and a decrease in this rate of women



The employment rate of men with at least one child in urban areas is 76.2%, but women's rate is 41%.



In rural areas, the employment rate of men is 62.5% and women's rate - 39.4%

The gender gap in economic dependence is determined by the gender income difference at the workplace

The women's labour income share is lower than men's, being 43.8%



The women's nominal labour income per capita is 71.5% related to men's



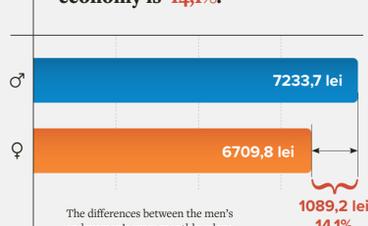
The women's salary income is 74.4% related to men's



The women's salary income is much lower than men's in women's reproductive years and childcare period

## Gender pay gap

The total gender pay gap per economy is 14.1%.

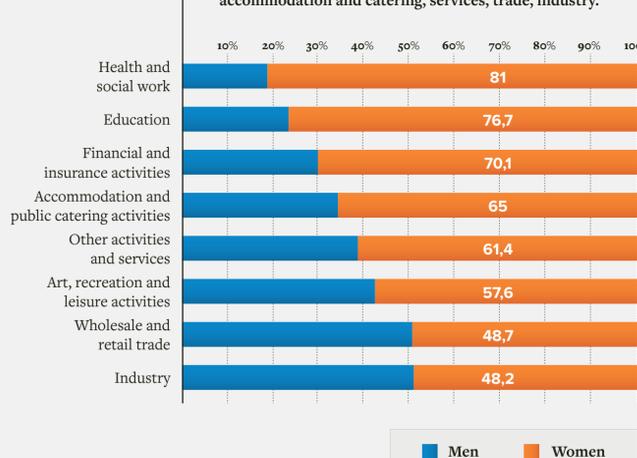


The economic sectors with the biggest gender pay gap



## Segregation by fields of activity

Women predominate in low-wage economic activities, such as health and social assistance, education, accommodation and catering, services, trade, industry.

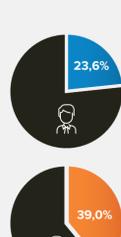


## Part-time work schedule



A part-time work schedule, specific to the female workforce, also leads to lower wages.

In 2019, 23.6% of men and 39.0% of employed women had lower wages due to reduced working hours (up to 40 hours). Of the total part-time women employed, 45% could not find a full-time job, 23% were transferred to a part-time job by the administration, 10% chose this option due to family responsibilities.



More than half of the women are among the inactive population

The low earnings of women are also explained by their high share in the category of inactive population, 57.3% in 2019.

163,4K (13,0%) of these 95,7% are women

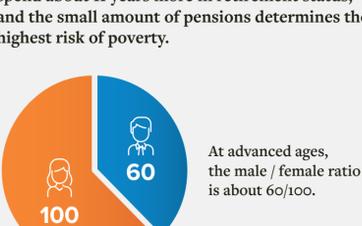
Of the total number of inactive people are housewives

Insufficient nursery and pre-school education services, as well as reduced employment opportunities, especially in rural areas, are forcing women with young children to assume the role of a housewife.

Retirement age: 63 years  
Life expectancy at retirement - about 13 years

Retirement age: 58 years  
Life expectancy at retirement - 20 years

With a longer life expectancy than men, women spend about 11 years more in retirement status, and the small amount of pensions determines the highest risk of poverty.



At advanced ages, the male / female ratio is about 60/100.



Policy recommendations to reduce disparities in the life cycle deficit of women and men



Combating stereotypes regarding the social roles of women and men, especially in the field of education and vocational guidance.



Promoting family-friendly policies to ensure a real work-life balance, encouraging the sharing of domestic and childcare responsibilities between men and women.



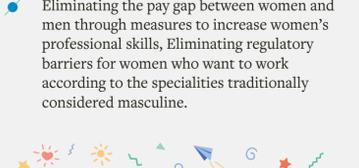
Facilitating the process of reintegration of women into the labour market after childcare leave.



Eliminating the pay gap between women and men through measures to increase women's professional skills, Eliminating regulatory barriers for women who want to work according to the specialties traditionally considered masculine.



Introduction of gender quotas, providing training of leadership skills to increase the number of women in leadership positions.



Extending quality nursery and pre-school services to meet the needs of parents throughout their working hours.

The study is based on the National Transfer Accounts for 2018 which proves the contribution of different age groups, women and men, in the production and distribution of national income during the economic life cycle.