

1 Appendix

Table 1: Gender Wage Gap in Georgia (2003-2022)

YEAR	MALE WAGE IN GEL	FEMALE WAGE IN GEL	WAGE DIFFRENCES	WAGE DIFFRENCES IN %
2003	163	85.7	77.3	47.42%
2004	200.8	108.3	92.5	46.07%
2005	267.9	131.1	136.8	51.06%
2006	362	177.6	184.4	50.94%
2007	475.6	240.2	235.4	49.50%
2008	678.4	367.7	310.7	45.80%
2009	690.8	398.3	292.5	42.34%
2010	742.8	426.6	316.2	42.57%
2011	771.1	460.2	310.9	40.32%
2012	859.6	517.9	341.7	39.75%
2013	920.3	585	335.3	36.43%
2014	980	617.9	362.1	36.95%
2015	1074.3	692.5	381.8	35.54%
2016	1116.6	731.2	385.4	34.52%
2017	1197.4	770.2	427.2	35.68%
2018	1280.7	822.6	458.1	35.77%
2019	1361.8	869.1	492.7	36.18%
2020	1407.7	952.2	455.5	<u>32.36%</u>
2021	1537.9	1055.5	482.4	<u>31.37%</u>
2022	1673.8	1161.2	512.6	<u>30.62%</u>

Source: Author's computation based on data from the National Statistics Office of Georgia, (2003-2022).

Table 2. Proportion of employed individuals in groups

Gender		Ethnicity		Age	
<i>Men</i>	<i>Women</i>	<i>Georgian</i>	<i>Non-Georgian</i>	<i>15-60</i>	<i>60+</i>
44.93%	34.01%	40.35%	24.80%	45.82%	18.94%

Source: Author's computation based on data from the National Statistics Office of Georgia, Labor Force Surveys 2019

Notes: Self-employed people are excluded.

Table 3. Summary statistics with respect to gender

	MEN	WOMEN	DIFFERENCE
WAGE	692.38	507.44	184.94*** (7.2032) [0.000]
AGE	44.62	42.48	2.14*** (0.24)
SCHOOLING (0-4 YEARS)	0.20%	0.13%	0.07% (0.0007)
SCHOOLING (9 YEARS)	3.16%	1.80%	1.36% *** (0.0026)
SCHOOLING (12 YEARS)	34.63%	18.58%	16.05%*** (0.0074)
SCHOOLING (13-16 YEARS)	31.99%	34.77%	-2.78% *** (0.0081) [0.001]
SCHOOLING (16+ YEARS)	30.02%	44.72%	-14.70%*** (0.0083)
MARRIED	72.09%	61.28%	10.81% *** (0.0081)
URBAN	67.07%	72.56%	-5.49%*** (0.0079)
TBILISI	29.03%	32.19%	-3.44%*** (0.0084)
FULL TIME	97.72%	95.19%	2.53%*** (0.0032)
HOURS WORKED WEEKLY	48.16	40.18	7.98*** (0.2394)
PRIVATE SECTOR	67.58%	57.79%	-9.80%*** (0.0083)
OBSERVATIONS	6 485	7 025	

Source: Author's computation based on data from the National Statistics Office of Georgia, Labor Force Surveys 2019

Notes: given are (weighted) average values of the variables

years of education are approximated based on the level of education attained by a person

standard errors in parentheses; p-values from t-test in square brackets

*Significant at 10% level; **Significant at 5% level; ***Significant at 1% level.

Table 4: Description of the Schooling

SCHOOLING (0-4 YEARS)	ISCED 1	Primary education (basic education typically starting at age 6 or 7, covering primary grades)
SCHOOLING (9 YEARS)	ISCED 2	Lower secondary education (builds upon primary education, typically completed by age 15 or 16)
SCHOOLING (12 YEARS)	ISCED 3	Upper secondary education (preparatory education for higher education or workforce, completed by age 18)
SCHOOLING (13-16 YEARS)	ISCED 4, ISCED 5, ISCED 6	Post-secondary and tertiary education including bachelor's
SCHOOLING (16+ YEARS)	ISCED 7	Tertiary education (includes, master's, doctoral, or equivalent levels of education)

Source: European Commission. International Standard Classification of Education (ISCED). Eurostat. Available at: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=International_Standard_Classification_of_Education_\(ISCED\)#Background](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=International_Standard_Classification_of_Education_(ISCED)#Background)

Table 5. Summary statistics with respect to ethnicity

	GEORGIAN	NON- GEORGIAN	DIFFERENCE
WAGE	601.99	496.74	105.25*** (14.92) [0.000]
AGE	43.60	43.77	-0.17 (0.4923)
SCHOOLING (0-4 YEARS)	0.05%	1.71%	-1.66%*** (0.0014)
SCHOOLING (9 YEARS)	2.08%	7.64%	-5.56%*** (0.0054)
SCHOOLING (12 YEARS)	25.03%	42.98%	-17.95%*** (0.0153)
SCHOOLING (13-16 YEARS)	34.11%	23.98%	10.13%*** (0.0165)
SCHOOLING (16+ YEARS)	38.72%	23.69%	15.03%*** (0.0169)
MARRIED	66.60%	63.67%	2.93%* (0.0165)
URBAN	70.46%	62.64%	7.82%*** (0.0160)
TBILISI	38.20%	37.47%	0.73% (0.0170)
FULL TIME	96.33%	97.15%	0.82% (0.0065)
HOURS WORKED WEEKLY	43.94	44.30	-0.36 (0.5049)
PRIVATE SECTOR	62.04%	68.08%	-6.04%*** (0.0169)
OBSERVATIONS	12 676	834	

Source: Author's computation based on data from the National Statistics Office of Georgia, Labor Force Surveys 2019.

Notes: given are (weighted) average values of the variables

years of education are approximated based on the level of education attained by a person

standard errors in parentheses; p-values from t-test in square brackets

*Significant at 10% level; **Significant at 5% level; ***Significant at 1% level.

Table 6. Summary statistics with respect to age

	15-60 AGED	60+ AGED	DIFFERENCE
WAGE	612.89	482.38	130.51*** (10.690) [0.000]
AGE	39.98	66.70	-26.72*** (0.269)
SCHOOLING (0-4 YEARS)	0.14%	0.27%	-0.13% (0.001)
SCHOOLING (9 YEARS)	2.55%	1.74%	0.81%** (0.004)
SCHOOLING (12 YEARS)	27.56%	17.55%	10.01% ***(0.011)
SCHOOLING (13-16 YEARS)	34.83%	24.71%	10.12%*** (0.012)
SCHOOLING (16+ YEARS)	34.92%	55.74%	-20.82%*** (0.012)
MARRIED	66.61%	65.14%	1.47% (0.012)
URBAN	69.85%	70.59%	-0.74% (0.012)
TBILISI	38.64%	35.03%	3.61% *** (0.012)
FULL TIME	96.61%	94.94%	1.67%*** (0.005)
HOURS WORKED WEEKLY	44.57	40.13	4.44*** (0.361)
PRIVATE SECTOR	65.25%	44.51%	20.74%*** (0.012)
OBSERVATIONS	11 625	1 885	

Source: Author's computation based on data from the National Statistics Office of Georgia, Labor Force Surveys 2019.

Notes: given are (weighted) average values of the variables

Old is defined as individuals aged 60 or more

years of education are approximated based on the level of education attained by a person

standard errors in parentheses; p-values from t-test in square brackets

*Significant at 10% level; **Significant at 5% level; ***Significant at 1% level.

Table 7. Results of decomposing wage with respect to gender

	SPECIFICATION 1		SPECIFICATION 2	
	EE	CRE	EE	CRE
GROSS GAP	0.328*** (0.011)	0.328*** (0.011)	0.328*** (0.011)	0.328*** (0.011)
EXPLAINED	-0.054*** (0.005)	-0.059*** (0.005)	0.117*** (0.021)	0.074*** (0.017)
UNEXPLAINED	0.382*** (0.010)	0.386*** (0.011)	0.210*** (0.022)	0.254*** (0.018)
CONTROL VARIABLES	Yes		Yes	
EXTENDED CONTROL VARIABLES	No		Yes	
OBSERVATIONS	13 510		13 510	

Source: Author's computation based on data from the National Statistics Office of Georgia, Labor Force Surveys 2019.

Notes: natural logarithm of net earnings is the dependent variable across all specifications

Control variables contain personal characteristics: age, age squared, nationality, education dummies, dummy for married (defined as non-single, i.e., currently or was ever married), dummy for urban, dummy for Tbilisi. Extended control variables contain job related characteristics: hours worked weekly, dummy for full time, dummy for employed in private as opposed to public sector, 21 dummies for industry and 10 dummies for occupation.

EE stands for enrichment experiment and CRE – civil rights experiment as defined above

*Significant at 10% level; **Significant at 5% level; ***Significant at 1% level.

Standard errors in parentheses

Table 8. Mean weekly worked hours for married (defined as non-single) and single women

Single	Married	Difference
41.75	39.75	1.99*** (0.41) [0.000]

Source: Author's computation based on data from the National Statistics Office of Georgia, Labor Force Surveys 2019.

Notes: given are (weighted) average values

standard error in parentheses; p-value from t-test in square brackets

*Significant at 10% level; **Significant at 5% level; ***Significant at 1% level.

Table 9. Share of men and women and average monthly earnings across the different industries

INDUSTRY	SHARE OF MALES	SHARE OF FEMALES	DIFFERENCE	AVERAGE MONTHLY EARNINGS
AGRICULTURE	0.75	0.25	0.5	518 (16 th)
MINING	0.94	0.06	0.88	885 (2 nd)
MANUFACTURING	0.62	0.38	0.24	530 (14 th)
ELECTRICITY, GAS, WATER SUPPLY	0.81	0.19	0.62	578 (12 th)
CONSTRUCTION	0.93	0.07	0.86	813 (4 th)
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	0.46	0.54	-0.08	502 (18 th)
TRANSPORTATION AND STORAGE	0.84	0.16	0.68	762 (5 th)
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	0.38	0.62	-0.24	489 (19 th)
INFORMATION AND COMMUNICATION	0.58	0.42	0.16	762 (6 th)
FINANCIAL AND INSURANCE ACTIVITIES	0.32	0.68	-0.36	704 (8 th)
REAL ESTATE ACTIVITIES	0.48	0.52	0.04	547 (13 th)
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	0.43	0.57	-0.14	673 (9 th)
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	0.72	0.28	0.44	520 (15 th)
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0.66	0.34	0.32	835 (3 rd)
EDUCATION	0.16	0.84	-0.68	448 (20 th)
HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	0.16	0.84	-0.68	511 (17 th)
ARTS, ENTERTAINMENT AND RECREATION	0.48	0.52	-0.04	629 (10 th)
OTHER SERVICE ACTIVITIES	0.32	0.68	-0.36	590 (11 th)
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	0.01	0.99	-0.98	743 (7 th)
ACTIVITIES OF EXTRATERRITORIAL ORGANIZATIONS AND BODIES	0.43	0.57	-0.14	1584 (1 st)

Table 10. Share of men and women and average monthly earnings across the different occupations

OCCUPATION	SHARE OF MALES	SHARE OF FEMALES	DIFFERENCE	AVERAGE MONTHLY EARNINGS
1.LEGISLATORS, SENIOR OFFICIALS AND MANAGERS	0.56	0.44	0.12	986 (1 st)
2. PROFESSIONALS	0.27	0.73	-0.46	675 (3 rd)
3. TECHNICIANS AND ASSOCIATE PROFESSIONALS	0.41	0.59	-0.18	550 (6 th)
4. CLERKS	0.34	0.66	-0.32	539 (7 th)
5. SERVICE WORKERS AND SHOP AND MARKET SALES WORKERS	0.42	0.58	-0.16	483 (8 th)
6. SKILLED AGRICULTURAL AND FISHERY WORKERS	0.73	0.27	0.46	478 (9 th)
7. CRAFT AND RELATED TRADES WORKERS	0.8	0.2	0.6	583 (5 th)
8. PLANT AND MACHINE OPERATORS AND ASSEMBLERS	0.96	0.04	0.92	656 (4 th)
9. ELEMENTARY OCCUPATIONS	0.53	0.47	0.06	407 (10 th)
10. ARMED FORCES	1	0	1	928 (2 nd)

Table 11. Results of decomposing wage with respect to ethnicity

	SPECIFICATION 1		SPECIFICATION 2	
	EE	CRE	EE	CRE
GROSS GAP	0.164*** (0.022)	0.164*** (0.022)	0.164*** (0.022)	0.164*** (0.022)
EXPLAINED	0.060*** (0.012)	0.015(0.014)	0.108*** (0.014)	0.084*** (0.020)
UNEXPLAINED	0.104*** (0.022)	0.149*** (0.024)	0.056*** (0.020)	0.080*** (0.023)
CONTROL VARIABLES	Yes		Yes	
EXTENDED CONTROL VARIABLES	No		Yes	
OBSERVATIONS	13 510		13 510	

Source: Author's computation based on data from the National Statistics Office of Georgia, Labor Force Surveys 2019.

Notes: natural logarithm of net earnings is the dependent variable across all specifications

Control variables contain personal characteristics: age, age squared, gender, education dummies, dummy for married (defined as non-single, i.e., currently or was ever married), dummy for urban, dummy for Tbilisi.

Extended control variables contain job related characteristics: hours worked weekly, dummy for full time, dummy for employed in private as opposed to public sector, 21 dummies for industry and 10 dummies for occupation.

EE stands for enrichment experiment and CRE – civil rights experiment as defined above

*Significant at 10% level; **Significant at 5% level; ***Significant at 1% level.

Standard errors in parentheses

Table 12. Results of decomposing wage with respect to age

	SPECIFICATION 1		SPECIFICATION 2	
	EE	CRE	EE	CRE
GROSS GAP	0.277*** (0.017)	0.277*** (0.017)	0.277*** (0.017)	0.277*** (0.017)
EXPLAINED	0.367*** (0.030)	0.545 (0.443)	0.313*** (0.028)	0.043 (0.388)
UNEXPLAINED	-0.090*** (0.033)	-0.268 (0.443)	-0.036 (0.030)	0.233 (0.388)
CONTROL VARIABLES	Yes		Yes	
EXTENDED CONTROL VARIABLES	No		Yes	
OBSERVATIONS	13 510		13 510	

Source: Author's computation based on data from the National Statistics Office of Georgia, Labor Force Surveys 2019.

Notes: natural logarithm of net earnings is the dependent variable across all specifications

Control variables contain personal characteristics: age, age squared, nationality, gender, education dummies, dummy for married (defined as non-single, i.e., currently or was ever married), dummy for urban, dummy for Tbilisi.

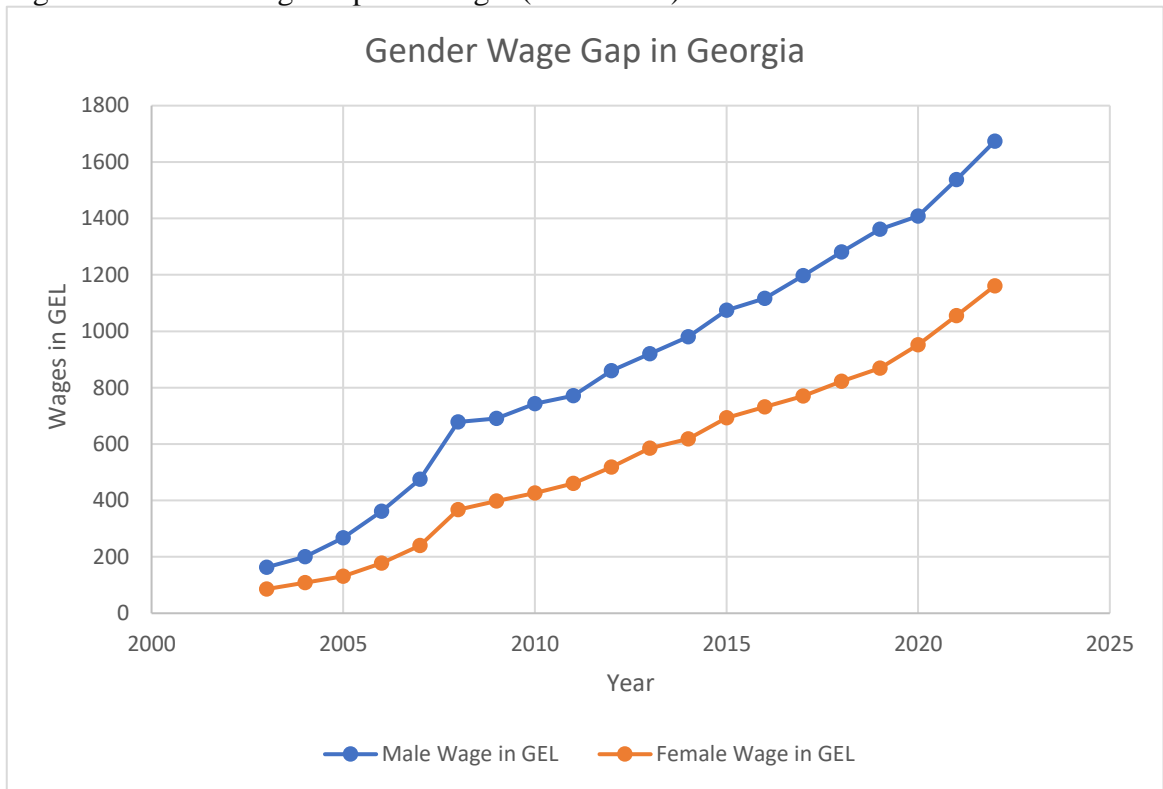
Extended control variables contain job related characteristics: hours worked weekly, dummy for full time, dummy for employed in private as opposed to public sector, 21 dummies for industry and 10 dummies for occupation.

EE stands for enrichment experiment and CRE – civil rights experiment as defined above

*Significant at 10% level; **Significant at 5% level; ***Significant at 1% level.

Standard errors in parentheses

Figure 1: Gender Wage Gap in Georgia (2003-2022)



Source: Author's computation based on data from the National Statistics Office of Georgia, (2003-2022)

Figure 2: Gender Wage differences in %, in Georgia (2003-2022)



Source: Author's computation based on data from the National Statistics Office of Georgia, (2003-2022)

