

EVIDENCE ON GENDER WAGE DISCRIMINATION IN BOLIVIA

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ABSTRACT

This research work uses the logit regression model and the Oaxaca-Blinder decomposition in order to serve as evidence of the existence of wage discrimination towards women in Bolivia. The databases used are the Household Surveys from 2011 to 2021, carried out by the National Institute of Statistics (INE), analyzed in a pre-pandemic period (2011 to 2019) and a pandemic period (2020-2021). It has been detected on average in the pre-pandemic period (2011-2019) that the mere fact of belonging to the female gender reduces the probability of finding a good quality job by 4.71%. In this period, there is a downward trend in the probability of getting a poor-quality job due to being a woman from 8.27% in 2011 to 4.82% in 2019 and; The average for the pandemic period (2020-2021) shows that being a woman increases the probability of finding a good job by 3.50%. This change in behavior is the effect of the pandemic on the probability of finding a good quality job in the condition of being a woman. Regarding income, it is established for the pre-pandemic period that being a woman decreases the probability of earning at least two national minimum wages by 6.92%. However, for the pandemic period, being a woman increases the probability of earning at least two national minimum wages by 7.10%, showing the “effect of the pandemic” on the behavior of income in relation to being a woman. The analysis of the wage gap by Oaxaca-Blinder shows that there is wage discrimination against women in the pre-pandemic period, represented by the unexplained gap of 67.49% of the total gap, which rises to represent 88.20% of the total wage gap for the pandemic period as an effect of the pandemic.

Keywords: Gender Discrimination, Logit Model, Oaxaca-Blinder Methodology, Pandemic, Wage Gap.

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