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FIRMS AND WAGE INEQUALITY IN CENTRAL AND EASTERN EUROPE

Iga Magda (SGH, IBS and IZA)
Jan Gromadzki (SGH and IBS)
Simone Moriconi (IÉSEG and LEM)

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- What are the micro determinants of wage inequalities?

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- Changes in the size of variance of wages can be attributed mostly to shifts in the intercept - institutional factors?

Literature

- Growing evidence on the role firms play in determining wage inequalities (Lazear and Shaw 2009, Card, Heining and Kline 2013; Barth, Bryson, Davis and Freeman, 2016; Blau and Kahn 2016; Card, Cardoso, Heining and Kline 2013)

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- Within-firm component higher, but high growth in the between-firm component in the U.S. 1992-2007: Barth et al. 2016
- Low between-firm component contribution in Sweden, compared to Brazil, and growth mainly in the within component (Akerman et al., 2013)

Data

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- We use gross hourly wages

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$$Var(\hat{w_{it}}) = \frac{1}{N_t}\sum_i (\hat{w_{it}} - \hat{\bar{w}}_t)^2 = \frac{1}{N_t}\sum_j \sum_{i \in j} (\hat{w_{it}} - \hat{\bar{w}}_{jt})^2 + \frac{1}{N_t}\sum_j N_{jt}(\hat{\bar{w}}_{jt} - \hat{\bar{w}}_t) \quad (1)$$

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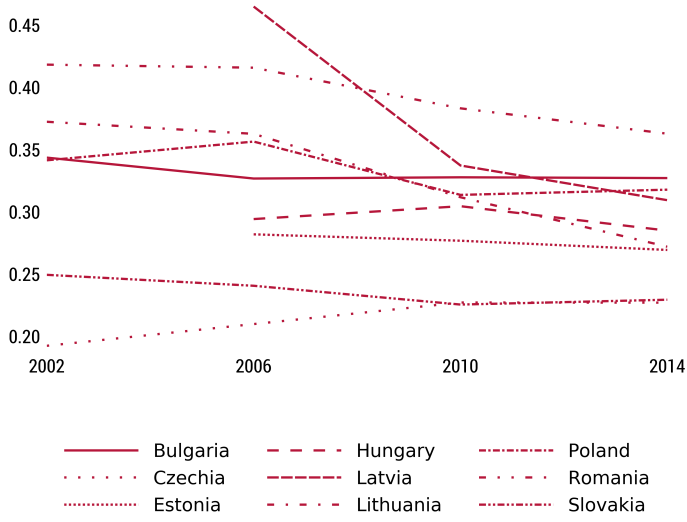
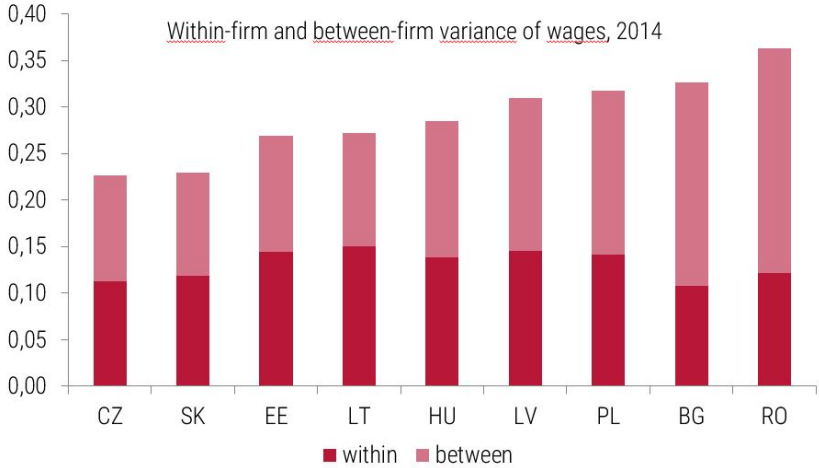
- where $\hat{\bar{w}}_t$ is the average normalized log wage in year t in a given country, $\hat{\bar{w}}_{jt}$ denotes average normalized log wage for workers in firm j in year t, N_t is the number of all workers in year t and N_{jt} is the number of workers in firm j.

Variance of normalized log wages (2002-2014)

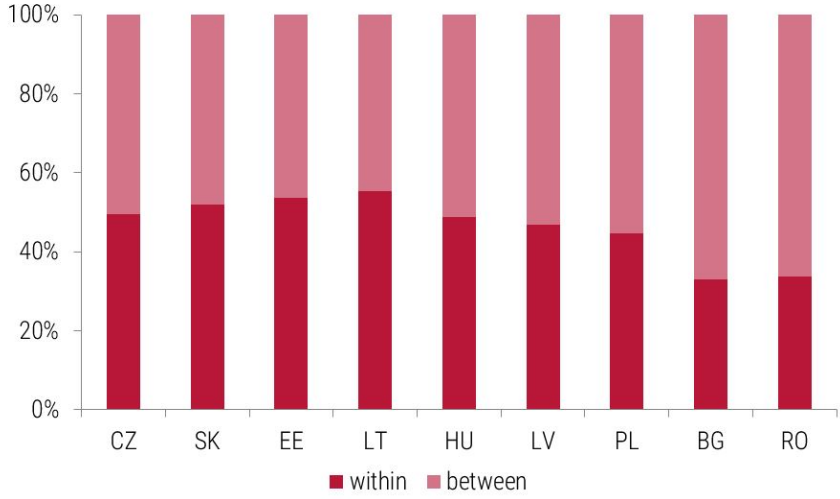


How do CEE compare to WE/ SE?

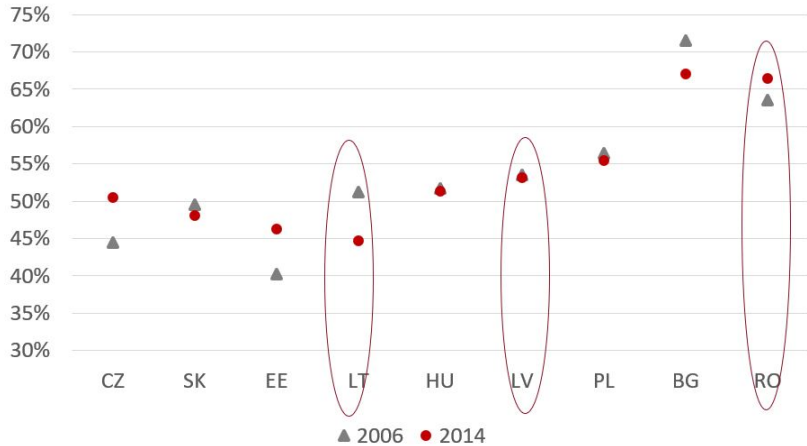
Between firm differentials drive wage inequality gaps



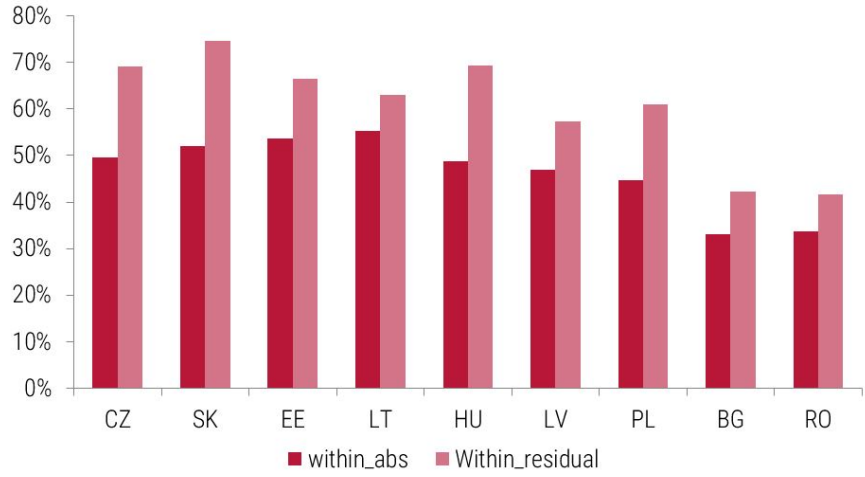
BG, RO : high between-firm shares of inequality



Changes over time? Share of between-firm inequality



Residual wage inequality - between component is lower



Micro determinants: RIF regression

- Method introduced by Firpo, Fortin, and Lemieux (2018)
- We calculate the recentered influence function value for each observation:

$$RIF(\hat{w}_{it}) = (\hat{w}_{it} - \hat{\bar{w}}_t)^2 \tag{2}$$

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- where X_{it} is a set of individual characteristics (age, gender, education, occupation, type of contract), and X_{jt} is a set of firm characteristics (sector, public/private firm, share of female workers, share of workers with tertiary education, share of workers aged 50 years or more and share of workers with tenure of less than two years)

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- Interpretation: the partial effect of a small change in the distribution of a covariate on the distributional statistic of interest (in our case variance of normalized log wages)

What contributes to wage variance? (RIF regs)

	CZ	SK
tertiary education	0.084***	0.008***
secondary education	-0.066***	-0.094***
30-49 years old	0.098***	0.098***
50 years old or more	0.103***	0.101***
female	-0.057***	-0.055***
NACE D+E	0.055***	0.098***
NACE H+J	0.088***	0.092***
NACE I	0.072***	-0.006*
NACE K	0.169***	0.066***
NACE L+M+N	0.030***	0.041***
NACE P	-0.187***	-0.112***
ISCO 1	0.447***	0.411***
ISCO 2	-0.029***	-0.030***
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ISCO 9	0.068***	0.061***
public ownership of a firm	-0.082***	-0.114***
fixed contract	-0.015***	0.004***
Tenure<2 years (share)	0.063***	0.022***
age: 50+ (share)	-0.111***	-0.142***
tertiary education (share)	0.192***	0.193***

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	BG	RO
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secondary education	-0.021***	-0.013***
30-49 years old	0.091***	0.080***
50 years old or more	0.091***	0.099***
female	-0.081***	-0.051***
NACE B	0.280***	0.613***
NACE D+E	0.203***	0.087***
NACE F	-0.039***	-0.029***
NACE G	-0.110***	-0.024***
NACE H+J	0.167***	0.122***
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NACE O	-0.143***	0.039***
NACE P	0.260***	0.322***
ISCO 1	0.650***	0.673***
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ISCO 3	-0.048***	-0.126***
ISCO 4	-0.117***	-0.186***
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ISCO 8	-0.134***	-0.148***
ISCO 9	0.014***	-0.034***
public ownership of a firm	-0.112***	-0.061***
age: 50 years or more (share)	-0.445***	-0.198***
tertiary education (share)	0.325***	0.533***

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- job and firm level characteristics: occupations, NACE, private sector, co-workers
- managers working in market services (financial services primarily) with tertiary educated co-workers associated with higher contribution to wage inequality
- age matters as well - older workers associated with higher wage inequality (compared to young ones), but not at firm-level, higher share of older coworkers decreases wage inequality

Micro determinants: changes over time

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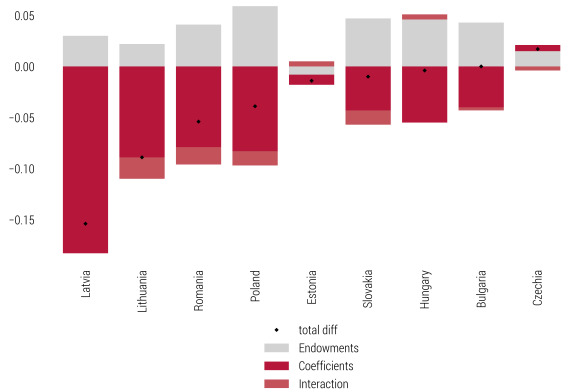
- The correlation between managerial occupation and wage inequality has strengthened in most countries or remained strong (Latvia, Poland, Estonia)

Micro determinants: Blinder-Oaxaca decomposition

- We use a standard Blinder-Oaxaca decomposition to distinguish the contribution of changes in endowments, coefficients and interaction to the change in the overall variance
- We decompose the change in the overall variance between 2006 and 2014 for each country, according to the formula:

$$\begin{aligned} Var(w_{i,\hat{2014}}) - Var(w_{i,\hat{2006}}) = \beta_{2006}(\bar{X}_{2014} - \bar{X}_{2006}) \\ +(\beta_{2014} - \beta_{2006})\bar{X}_{2006} \\ +(\bar{X}_{2014} - \bar{X}_{2006}) * (\beta_{2014} - \beta_{2006}) \end{aligned} \tag{4}$$

Blinder-Oaxaca: 2006-2014 decomposition



Source: Own calculations based on European Structure of Earnings Survey

Blinder-Oaxaca: results

- The biggest part of the change in overall variance was explained by changes in coefficients, but most of this contribution is due to the changes in intercepts, in particular in the private sector (pointing to the likely role of institutional changes)
- Changes in the endowments were increasing wage inequality, while changes in the coefficients were acting as inequality - decreasing
- The decrease in wage inequality would likely have been stronger, if not changing workforce endowments, especially growing shares of employees with university diploma.

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References

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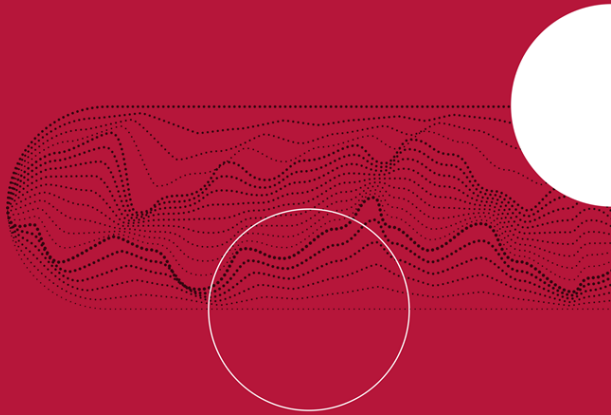
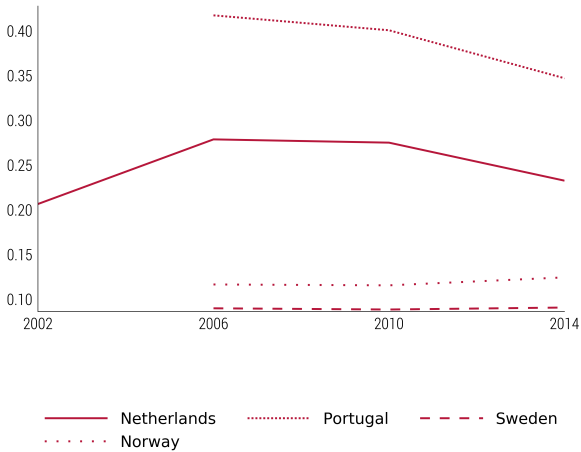
THANK YOU

Iga Magda
iga.magda@ibs.org.pl
www.ibs.org.pl



Inequality is lower in Western Europe

Figure: Overall variance of log wages: 2002-2014



Between-firm component less important in Western Europe

Table: Contribution of the within component to level and change in variance of log wages

	Level 2006 (percent)	Change 2006-2014 (percent)
Netherlands	63	77
Norway	54	10
Sweden	66	39
Portugal	39	26

Note: the first column shows the contribution of the within-firm component to the level of the variance of log wages in 2006 ($\frac{Var(within_{2006})}{Var(w_{i,2006})}$). The unreported between component is 100% minus the reported within component. The second column shows the contribution of the within component to the change of the variance ($\frac{|\Delta Var(within)|}{(|\Delta Var(within)|+|\Delta Var(between)|)}$)

Data: European Structure of Earnings Survey

RIF results: BG and RO

	Bulgaria				Romania			
	2002	2006	2010	2014	2002	2006	2010	2014
Individual effects								
reference: primary education								
tertiary education	0.055***	0.028***	-0.004	-0.015**	0.297***	0.025***	0.029***	-0.018***
secondary education	-0.003	-0.025***	-0.043***	-0.021***	-0.026***	0.004	-0.032***	-0.013***
reference: under 30 years old								
30-49 years old	-0.000	0.018***	0.066***	0.091***	-0.002	0.034***	0.051***	0.080***
50 years old or more	0.022***	0.026***	0.067***	0.091***	0.084***	0.112***	0.078***	0.099***
reference: male								
female	-0.064***	-0.069***	-0.071***	-0.081***	-0.031***	-0.025***	-0.025***	-0.051***
reference: tenure of less than a year								
tenure: 1-4 years	-0.023***	0.015***	-0.004	-0.009**	-0.003	-0.013***	-0.001	-0.007**
tenure: 5-9 years	-0.013***	0.040***	0.013***	0.010**	-0.017***	-0.012***	-0.004	-0.010**
tenure: 10 years or more	0.013***	0.088***	0.037***	0.031***	0.013**	0.018***	0.016***	0.038***
reference: ISCO 5								
ISCO 1	0.411***	0.553***	0.558***	0.650***	0.480***	0.991***	0.635***	0.673***
ISCO 2	0.069***	0.183***	0.145***	0.215***	-0.216***	0.280***	-0.035***	0.109***
ISCO 3	-0.045***	-0.055***	-0.021***	-0.048***	-0.164***	-0.058***	-0.157***	-0.126***
ISCO 4	-0.092***	-0.102***	-0.122***	-0.117***	-0.321***	-0.177***	-0.251***	-0.186***
ISCO 6	-0.050**	-0.044*	0.011	0.760***	-0.133***	-0.049**	-0.100***	-0.036
ISCO 7	-0.041***	-0.050***	-0.080***	-0.089***	-0.191***	-0.092***	-0.175***	-0.122***
ISCO 8	-0.062***	-0.083***	-0.100***	-0.134***	-0.242***	-0.109***	-0.199***	-0.148***
ISCO 9	0.002	-0.000	0.022***	0.014***	-0.081***	0.040***	-0.018***	-0.034***
reference: permanent contract								
fixed contract	0.003	0.068***	0.021***	0.034***	0.024***	-0.046***	-0.016**	-0.051***
Firm effects								
reference: NACE C								
NACE B	0.209***	0.268***	0.197***	0.280***	0.330***	0.307***	0.343***	0.613***
NACE D-E	0.194***	0.229***	0.163***	0.203***	0.206***	0.074***	0.098***	0.087***
NACE F	-0.082***	-0.111***	-0.059***	-0.099***	-0.023***	0.027***	-0.002	-0.029***
NACE G	0.004	-0.047***	-0.095***	-0.110***	0.084***	0.050***	0.016***	-0.024***
NACE H-J	-0.007	0.008	0.129***	0.167***	0.208***	0.081***	0.118***	0.122***
NACE I	0.038***	-0.039***	-0.075***	-0.128***	0.049***	0.064***	-0.014**	0.014***
NACE K	0.267***	0.216***	0.071***	0.004	0.607***	0.703***	0.560***	0.344***
NACE L+M+N	-0.019***	0.035***	0.109***	0.068***	0.002	0.115***	0.015***	0.003
NACE O	-0.204***	-0.144***	-0.183***	-0.143***	0.029***	0.197***	0.029***	0.039***
NACE P	-0.310***	-0.396***	-0.298***	-0.268***	-0.321***	-0.187***	-0.360***	-0.322***
NACE Q	-0.208***	-0.111***	-0.151***	-0.107***	-0.066***	-0.067***	-0.116***	-0.109***
NACE R+S	-0.093***	-0.012*	-0.123***	-0.154***	0.032***	-0.004	-0.149***	-0.131***
reference: private ownership of a firm								
public ownership of a firm	-0.067***	-0.078***	-0.110***	-0.112***	-0.072***	-0.024***	-0.017***	-0.061***
tenure: less than 2 years (share)	0.117***	0.018***	0.071***	0.065***	0.138***	0.073***	0.028***	0.101***
age: 50 years or more (share)	-0.486***	-0.175***	-0.374***	-0.445***	-0.361***	-0.284***	-0.160***	-0.198***
tertiary education (share)	0.250***	0.378***	0.404***	0.325***	0.493***	0.245***	0.488***	0.533***
female (share)	-0.058***	-0.046***	0.003	-0.029***	0.073***	0.045***	-0.009	-0.027***
constant	0.488***	0.390***	0.326***	0.345***	0.429***	0.255***	0.333***	0.219***
Observations	150,392	162,838	175,575	168,345	220,284	241,708	262,983	270,582
R-squared	0.175	0.187	0.198	0.217	0.221	0.260	0.227	0.250

Table shows the coefficients estimated by Recentered influence function regression (Firpo18). The coefficients measure the impact of an infinitesimal shift to the right in the distribution of the regressors on variance of normalized log hourly wages in a given country in a given year. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. Dummy variables indicating 1-digit level occupational groups from International Standard Classification of Occupations (ISCO) are included. There was no inconsistency in 1-digit level occupational groups between ISCO-88 and ISCO-08. ISCO 1 - managers, ISCO 2 - Professional, ISCO 3 - Technicians and associate professional, ISCO 4 - Clerical support workers, ISCO 5 - Service and sales workers, ISCO 6 - Skilled agricultural, forestry and fishery workers, ISCO 7 - Craft and related trades workers, ISCO 8 - Plant and machine operators, and assemblers, ISCO 9 - Elementary occupations. Dummy variables indicating NACE Level 1 sectors were included (NACE Rev.2). Few Level 1 sectors were pooled for the reason of inconsistencies between NACE Rev.1 and NACE Rev.2 - NACE B - Mining and Quarrying, NACE C - Manufacturing, NACE D+E - Electricity, Gas, Steam and Air Conditioning Supply, Water Supply; Sewerage, Waste Management and Remediation Activities, NACE F - Construction, NACE G - Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles, NACE H+I - Transportation and Storage, Information and Communication, NACE I - Accommodation and Food Service Activities, NACE K - Financial and Insurance Activities, NACE L+M+N - Real Estate Activities, Professional, Scientific and Technical Activities, Administrative and Support Service Activities, NACE O - Public Administration and Defence; Compulsory Social Security, NACE P - Education, NACE Q - Human Health and Social Work Activities, NACE R+S - Arts, Entertainment and Recreation, Other Service Activities

* pct.1, ** pct.01 ***pct.001

Data: European Structure of Earnings Survey

RIF results: CZ and SK

	Czechia				Slovakia			
	2002	2006	2010	2014	2002	2006	2010	2014
Individual effects								
reference: primary education								
tertiary education	0.163***	0.155***	0.141***	0.084***	0.066***	0.059***	0.049***	0.008***
secondary education	-0.043***	-0.054***	-0.054***	-0.066***	-0.070***	-0.111***	-0.091***	-0.094***
reference: under 30 years old								
30-49 years old	0.039***	0.078***	0.089***	0.098***	0.054***	0.069***	0.089***	0.098***
50 years old or more	0.050***	0.079***	0.093***	0.103***	0.068***	0.065***	0.094***	0.101***
reference: male								
female	-0.039***	-0.052***	-0.049***	-0.057***	-0.061***	-0.055***	-0.056***	-0.055***
reference: tenure of less than a year								
tenure: 1-4 years	-0.008***	-0.015***	-0.017***	-0.011***	-0.008***	0.004**	-0.003*	-0.018***
tenure: 5-9 years	-0.004***	0.001	-0.017***	-0.033***	0.008**	0.018***	0.008***	-0.016***
tenure: 10 years or more	-0.018***	-0.001	0.003***	-0.028***	-0.018***	0.020***	0.004**	-0.017***
reference: ISCO 5								
ISCO 1	0.274***	0.312***	0.366***	0.447***	0.350***	0.465***	0.474***	0.411***
ISCO 2	-0.139***	-0.124***	-0.052***	-0.029***	-0.126***	-0.081***	-0.051***	-0.030***
ISCO 3	-0.098***	-0.101***	-0.107***	-0.129***	-0.158***	-0.127***	-0.112***	-0.095***
ISCO 4	-0.097***	-0.135***	-0.164***	-0.173***	-0.054***	-0.125***	-0.133***	-0.108***
ISCO 6	-0.009	-0.002	-0.069***	-0.066***	0.018	0.018	-0.023**	0.031***
ISCO 7	-0.123***	-0.152***	-0.147***	-0.172***	-0.196***	-0.145***	-0.130***	-0.101***
ISCO 8	-0.128***	-0.161***	-0.153***	-0.171***	-0.193***	-0.163***	-0.153***	-0.114***
ISCO 9	0.005***	0.044***	0.058***	0.068***	-0.031***	0.005**	-0.002	0.061***
reference: permanent contract								
fixed contract	0.018***	0.023***	0.008***	-0.015***	0.031***	0.001	0.022***	0.004***
Firm effects								
reference: NACE C								
NACE B	-0.000	0.033***	0.036***	0.046***	-0.005	-0.061***	0.030***	0.061***
NACE D+E	0.002	0.094***	0.064***	0.055***	0.153***	0.157***	0.098***	0.098***
NACE F	-0.007***	-0.012***	-0.005***	-0.047***	-0.038***	-0.018***	-0.011***	0.008***
NACE G	-0.016***	0.013***	-0.012***	-0.003***	0.054***	-0.025***	-0.022***	-0.025***
NACE H+J	-0.009***	0.069***	0.103***	0.088***	0.039***	0.029***	0.073***	0.092***
NACE I	0.028***	0.017***	0.156***	0.072***	-0.009	0.015**	0.010***	-0.006*
NACE K	0.053***	0.265***	0.200***	0.169***	0.073***	0.123***	0.078***	0.066***
NACE L+M+N	-0.013***	0.013***	0.046***	0.009***	0.122***	0.046***	0.026***	0.041***
NACE O	-0.103***	-0.024***	-0.031***	-0.071***	-0.033***	-0.041***	-0.031***	-0.038***
NACE P	-0.151***	-0.108***	-0.158***	-0.187***	-0.198***	-0.179***	-0.172***	-0.112***
NACE Q	-0.060***	-0.092***	-0.030***	-0.020***	0.006	-0.038***	-0.017***	0.012***
NACE R+S	-0.055***	-0.007***	-0.037***	-0.052***	-0.087***	-0.048***	-0.100***	-0.031***
reference: private ownership of a firm								
public ownership of a firm	-0.037***	-0.086***	-0.093***	-0.082***	-0.089***	-0.095***	-0.109***	-0.114***
tenure: less than 2 years (share)	0.053***	0.027***	0.090***	0.063***	0.010**	-0.053***	0.020***	0.022***
age: 50 years or more (share)	-0.157***	-0.203***	-0.113***	-0.111***	-0.369***	-0.274***	-0.183***	-0.142***
tertiary education (share)	0.137***	0.176***	0.116***	0.192***	0.283***	0.266***	0.240***	0.191***
female (share)	0.036***	0.041***	0.021***	0.001	-0.014***	-0.021***	0.020***	0.036***
constant	0.286***	0.290***	0.255***	0.307***	0.440***	0.441***	0.313***	0.276***
Observations	978,110	1,914,027	1,948,513	2,148,818	391,714	670,603	767,368	863,864
R-squared	0.183	0.201	0.207	0.219	0.130	0.200	0.216	0.191

Table shows the coefficients estimated by Recentered Influence Function regression (**Rios18**). The coefficients measure the impact of an infinitesimal shift to the right in the distribution of the regressors on variance of normalized log hourly wages in a given country in a given year. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.

* p<0.1, ** p<0.05, ***p<0.01

Data: European Structure of Earnings Survey

RIF results: EE and PL

	Estonia			Poland			
	2006	2010	2014	2002	2006	2010	2014
Individual effects							
reference: primary education							
tertiary education	0.079***	0.055***	0.078***	0.230***	0.215***	0.155***	0.130***
secondary education	-0.026***	-0.034***	-0.018***	-0.012***	-0.006***	-0.016***	-0.018***
reference: under 30 years old							
30-49 years old	0.077***	0.085***	0.090***	0.072***	0.114***	0.109***	0.103***
50 years old or more	0.065***	0.084***	0.084***	0.117***	0.159***	0.133***	0.125***
reference: male							
female	-0.080***	-0.072***	-0.089***	-0.037***	-0.046***	-0.055***	-0.068***
reference: tenure of less than a year							
tenure: 1-4 years	-0.005	-0.008**	0.000	-0.047***	-0.004*	-0.015***	-0.003*
tenure: 5-9 years	0.029***	-0.003	0.005	-0.043***	-0.010***	-0.020***	-0.015***
tenure: 10 years or more	-0.004	-0.004	-0.005	-0.050***	-0.015***	0.006***	0.026***
reference: ISCO 5							
ISCO 1	0.366***	0.370***	0.286***	0.383***	0.263***	0.285***	0.309***
ISCO 2	-0.018***	-0.045***	-0.048***	-0.021***	-0.099***	-0.027***	-0.023***
ISCO 3	-0.072***	-0.145***	-0.094***	-0.127***	-0.210***	-0.139***	-0.142***
ISCO 4	-0.123***	-0.166***	-0.147***	-0.184***	-0.220***	-0.180***	-0.170***
ISCO 6	0.257***	0.025	-0.064*	-0.061***	-0.142***	0.026	-0.062***
ISCO 7	-0.060***	-0.125***	-0.087***	-0.092***	-0.128***	-0.078***	-0.082***
ISCO 8	-0.096***	-0.129***	-0.132***	-0.150***	-0.190***	-0.121***	-0.122***
ISCO 9	0.209***	0.129***	0.097***	-0.006**	-0.048***	0.009***	-0.001
reference: permanent contract							
fixed contract	0.050***	0.045***	0.043***				
Firm effects							
reference: NACE C							
NACE B	-0.001	0.118***	0.077***	0.233***	0.207***	0.103***	0.213***
NACE D+E	-0.076***	0.020**	0.039***	0.028***	0.017***	-0.010***	-0.010***
NACE F	0.044***	0.038***	0.019***	-0.015***	-0.022***	0.009***	0.015***
NACE G	0.037***	0.002	0.028***	-0.003	-0.023***	-0.008***	0.026***
NACE H+J	0.048***	0.112***	0.132***	0.010***	0.016***	0.041***	0.045***
NACE I	0.019**	-0.007	-0.015**	0.040***	0.013**	-0.006	0.028***
NACE K	0.240***	0.193***	0.235***	-0.026***	0.052***	0.050***	0.019***
NACE L+M+N	0.070***	0.014***	0.064***	0.008***	0.038***	0.056***	0.044***
NACE O	-0.092***	-0.044***	-0.030***	-0.104***	-0.076***	-0.138***	-0.113***
NACE P	-0.035***	-0.093***	-0.034***	-0.017***	0.010***	0.042***	0.070***
NACE Q	0.101***	0.090***	0.075***	-0.077***	-0.129***	-0.080***	-0.083***
NACE R+S	-0.004	-0.010	0.013*	-0.082***	-0.048***	-0.073***	-0.078***
reference: private ownership of a firm							
public ownership of a firm	-0.037***	-0.060***	-0.033***	-0.131***	-0.118***	-0.084***	-0.069***
tenure: less than 2 years (share)	-0.016**	0.036***	0.029***	0.199***	0.135***	0.081***	0.083***
age: 50 years or more (share)	-0.112***	-0.115***	-0.084***	-0.179***	-0.153***	-0.159***	-0.082***
tartiary education (share)	0.146***	0.152***	0.094***	0.304***	0.196***	0.166***	0.153***
female (share)	0.002	0.075***	0.067***	0.083***	0.084***	0.065***	0.027***
constant	0.251***	0.249***	0.211***	0.322***	0.285***	0.212***	0.194***
Observations	114,656	108,903	112,569	629,101	639,784	667,963	707,999
R-squared	0.161	0.183	0.134	0.199	0.183	0.185	0.170

Table shows the coefficients estimated by Recentered Influence Function regression (Firpo18). The coefficients measure the impact of an infinitesimal shift to the right in the distribution of the regressors on variance of normalized log hourly wages in a given country in a given year. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.
* p<0.1, ** p<0.05, *** p<0.01
Data : European Structure of Earnings Survey

RIF results: LT and LV

	Lithuania				Latvia		
	2002	2006	2010	2014	2006	2010	2014
Individual effects							
reference: primary education							
tertiary education	0.139***	0.132***	0.061***	0.015	0.077***	0.031***	0.000
secondary education	-0.010**	-0.001	-0.043***	-0.030*	-0.028***	-0.029***	-0.032***
reference: under 30 years old							
30-49 years old	0.035***	0.066***	0.089***	0.091***	0.079***	0.084***	0.103***
50 years old or more	0.046***	0.074***	0.098***	0.104***	0.070***	0.067***	0.095***
reference: male							
female	-0.058***	-0.069***	-0.075***	-0.085***	-0.073***	-0.079***	-0.067***
reference: tenure of less than a year							
tenure: 1-4 years	0.002	0.016***	-0.028***	-0.005	0.018***	-0.001	0.018***
tenure: 5-9 years	0.018***	0.054***	-0.015	-0.019**	0.052***	0.015***	0.021***
tenure: 10 years or more	0.028***	0.048***	0.008	0.003	0.038***	0.006*	0.004
reference: ISCO 5							
ISCO 1	0.310***	0.274***	0.243***	0.457***	0.320***	0.331***	0.322***
ISCO 2	-0.029***	-0.060***	-0.136***	-0.048***	0.007	-0.007*	0.017***
ISCO 3	-0.041***	-0.060***	-0.134***	-0.102***	-0.100***	-0.100***	-0.104***
ISCO 4	-0.110***	-0.129***	-0.155***	-0.127***	-0.121***	-0.121***	-0.152***
ISCO 6	0.028	0.159***	0.107	-0.236	0.103***	0.038	0.081***
ISCO 7	-0.026***	-0.013**	-0.095***	-0.069***	-0.034***	-0.059***	-0.042***
ISCO 8	-0.031***	-0.058***	-0.157***	-0.110***	-0.038***	-0.063***	-0.067***
ISCO 9	0.085***	0.118***	0.150***	0.091***	0.124***	0.086***	0.086***
reference: permanent contract							
fixed contract	-0.029***	0.052***	0.046***	-0.000	0.187***	0.064***	0.047***
Firm effects							
reference: NACE C							
NACE B	0.067***	0.020	0.060	-0.074*	-0.100***	-0.111***	-0.027
NACE D+E	0.081***	0.072***	0.033**	0.049***	0.120***	-0.013*	0.003
NACE F	0.012**	0.074***	-0.027**	-0.033***	-0.003	-0.032***	-0.050***
NACE G	0.012**	0.010**	-0.014	0.005	0.029***	-0.029***	-0.027***
NACE H+J	0.086***	0.084***	0.101***	0.081***	0.072***	0.072***	0.092***
NACE I	0.072***	0.064***	-0.030	0.020	0.067***	0.014*	-0.034***
NACE K	0.260***	0.300***	0.213***	0.217***	0.286***	0.281***	0.322***
NACE L+M+N	-0.022***	-0.007	0.033***	0.031***	0.068***	-0.023***	0.008
NACE O	0.026***	0.059***	-0.022	-0.038***	-0.081***	-0.186***	-0.191***
NACE P	-0.012*	0.010	0.131***	0.038***	0.002	-0.113***	-0.146***
NACE Q	-0.052***	0.074***	0.107***	0.094***	0.068***	-0.008	0.036***
NACE R+S	-0.055***	-0.022***	-0.009	-0.062***	0.002	-0.101***	-0.089***
reference: private ownership of a firm							
public ownership of a firm	-0.083***	-0.119***	-0.120***	-0.108***	-0.142***	-0.061***	-0.075***
tenure: less than 2 years (share)	0.052***	0.063***	0.048***	0.001	0.077***	0.059***	0.030***
age: 50 years or more (share)	-0.205***	-0.096***	-0.111***	-0.070***	-0.183***	-0.171***	-0.158***
tertiary education (share)	0.359***	0.231***	0.155***	0.167***	0.349***	0.367***	0.402***
female (share)	-0.026***	0.014**	-0.003	0.042***	-0.022***	-0.019***	-0.031***
constant	0.284***	0.195***	0.323***	0.213***	0.341***	0.277***	0.226***
Observations	135,978	114,892	26,093	31,079	271,872	198,862	153,540
R-squared	0.159	0.132	0.176	0.190	0.117	0.166	0.157

Table shows the coefficients estimated by Recentered Influence Function regression (Firpo18). The coefficients measure the impact of an infinitesimal shift to the right in the distribution of the regressors on variance of normalized log hourly wages in a given country in a given year. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.

* p<0.1, ** p<0.05, *** p<0.01

Data : European Structure of Earnings Survey

RIF results: HU

	Hungary		
	2006	2010	2014
Individual effects			
reference: primary education			
tertiary education	0.217***	0.205***	0.095***
secondary education	-0.028***	-0.032***	-0.085***
reference: under 30 years old			
30-49 years old	0.080***	0.091***	0.096***
50 years old or more	0.106***	0.106***	0.120***
reference: male			
female	-0.064***	-0.077***	-0.069***
reference: tenure of less than a year			
tenure: 1-4 years	-0.014***	-0.048***	-0.113***
tenure: 5-9 years	-0.005***	-0.049***	-0.091***
tenure: 10 years or more	-0.021***	-0.041***	-0.103***
reference: ISCO 5			
ISCO 1	0.341***	0.351***	0.428***
ISCO 2	-0.051***	-0.044***	0.010***
ISCO 3	-0.101***	-0.112***	-0.080***
ISCO 4	-0.124***	-0.117***	-0.089***
ISCO 6	0.045***	0.034***	0.117***
ISCO 7	-0.109***	-0.122***	-0.090***
ISCO 8	-0.151***	-0.133***	-0.152***
ISCO 9	0.025***	0.143***	0.082***
reference: permanent contract			
fixed contract	0.015***	-0.024***	-0.056***
Firm effects			
reference: NACE C			
NACE B	0.037***	0.011	0.012
NACE D+E	0.074***	0.020***	-0.016***
NACE F	0.028***	-0.070***	-0.108***
NACE G	0.024***	-0.084***	-0.095***
NACE H+J	0.048***	0.046***	0.044***
NACE I	-0.017***	-0.101***	-0.100***
NACE K	0.233***	0.271***	0.267***
NACE L+M+N	0.001	-0.024***	-0.071***
NACE O	-0.027***	-0.081***	0.044***
NACE P	-0.320***	-0.379***	-0.223***
NACE Q	-0.094***	-0.123***	-0.049***
NACE R+S	-0.087***	-0.188***	-0.114***
reference: private ownership of a firm			
public ownership of a firm	-0.085***	-0.058***	-0.049***
tenure: less than 2 years (share)	0.079***	0.100***	0.148***
age: 50 years or more (share)	-0.163***	-0.164***	-0.194***
tertiary education (share)	0.316***	0.362***	0.220***
female (share)	-0.054***	-0.026***	-0.099***
constant	0.322***	0.312***	0.379***
Observations	676,050	781,240	770,148
R-squared	0.252	0.244	0.248

Table shows the coefficients estimated by Recentered Influence Function regression (Firpo18). The coefficients measure the impact of an infinitesimal shift to the right in the distribution of the regressors on variance of normalized log hourly wages in a given country in a given year. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.

* p<0.1, ** p<0.05, *** p<0.01

Data : European Structure of Earnings Survey

Blinder-Oaxaca results: BG and RO

	Bulgaria			Romania		
	Endowments	Coefficients	Interaction	Endowments	Coefficients	Interaction
Individual effects						
reference: primary education						
tertiary education	0.002***	-0.013***	-0.003***	0.000***	-0.013***	-0.000***
secondary education	0.000***	0.002	-0.000	0.000	-0.010***	-0.001***
reference: under 30 years old						
30-49 years old	-0.000***	0.039***	-0.002***	-0.000	0.028***	-0.000
50 years old or more	0.001***	0.030***	0.003***	0.004***	-0.003**	-0.001**
reference: male						
female	-0.001***	-0.006***	-0.000***	-0.000**	-0.012***	-0.000**
reference: tenure of less than a year						
tenure: 1-4 years	-0.000***	-0.009***	0.001***	0.001***	0.002	-0.000
tenure: 5-9 years	0.002***	-0.005***	-0.002***	-0.001***	0.000	0.000
tenure: 10 years or more	-0.001***	-0.013***	0.000***	0.000***	0.005***	0.000***
reference: ISCO 5						
ISCO 1	0.003***	0.005***	0.001***	0.012***	-0.015***	-0.004***
ISCO 2	0.011***	0.065***	0.002***	0.023***	-0.025***	-0.014***
ISCO 3	0.000***	0.001	-0.000	0.002***	-0.008***	0.003***
ISCO 4	0.001***	-0.001*	0.000*	0.001***	-0.001	0.000
ISCO 6	-0.000	0.002***	0.001***	0.000**	0.000	-0.000
ISCO 7	0.001***	-0.006***	0.001***	0.004***	-0.006***	0.001***
ISCO 8	0.002***	-0.008***	0.001***	0.005***	-0.007***	0.002***
ISCO 9	0.000	0.002**	-0.000**	0.001***	-0.009***	-0.001***
reference: permanent contract						
fixed contract	-0.003***	-0.005***	0.001***	-0.001***	-0.000	-0.000
Firm effects						
reference: NACE C						
NACE B	-0.001***	0.000	-0.000	-0.004***	0.007***	-0.004***
NACE D+E	0.001***	-0.001**	-0.000**	0.000***	0.000	0.000
NACE F	0.002***	0.006***	-0.002***	-0.000***	-0.005***	0.000***
NACE G	-0.001***	-0.007***	-0.002***	0.001***	-0.008***	-0.001***
NACE H+J	0.000	0.012***	0.003***	0.002***	0.003***	0.001***
NACE I	-0.000***	-0.003***	-0.001***	0.001***	-0.001***	-0.000***
NACE K	0.002***	-0.004***	-0.002***	0.001***	-0.005***	-0.001***
NACE L+M+N	0.001***	0.002***	0.001***	0.004***	-0.007***	-0.004***
NACE O	0.001***	0.000	-0.000	-0.001***	-0.011***	0.001***
NACE P	0.003***	0.012***	-0.001***	0.001***	-0.013***	0.001***
NACE Q	-0.001***	0.000	0.000	-0.000***	-0.002***	-0.000***
NACE R+S	0.000*	-0.007***	0.004***	-0.000	-0.003***	-0.000**
reference: private ownership of a firm						
public ownership of a firm	0.005***	-0.012***	0.002***	0.001***	-0.013***	0.001***
tenure: less than 2 years (share)	-0.001***	0.023***	-0.003***	-0.005***	0.011***	-0.002***
age: 50 years or more (share)	-0.016***	-0.022***	-0.003***	-0.011***	0.019***	0.003***
tertiary education (share)	0.027***	-0.016***	-0.004***	0.002***	0.091***	0.002***
female (share)	-0.001***	0.008**	0.000*	0.000***	-0.034***	-0.000***
constant		-0.044***			-0.035***	
total	0.043***	-0.040***	-0.003**	0.041***	-0.079***	-0.017***
Observations		331,183			512,290	

Table represent the results of the Blinder-Oaxaca decomposition of changes in variance of normalized log hourly wages between 2006 and 2014 based on the RIF regression results from Table ??. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.

* p<0.1, ** p<0.05, ***p<0.01

Data: European Structure of Earnings Survey

Blinder-Oaxaca results: CZ and SK

	Czechia			Slovakia		
	Endowments	Coefficients	Interaction	Endowments	Coefficients	Interaction
Individual effects						
reference: primary education						
tertiary education	0.006***	-0.012***	-0.003***	0.005***	-0.011***	-0.005***
secondary education	0.001***	-0.009***	0.000***	0.009***	0.012***	-0.001***
reference: under 30 years old						
30-49 years old	0.002***	0.010***	0.001***	-0.001***	0.016***	-0.000***
50 years old or more	-0.001***	0.007***	-0.000***	0.003***	0.010***	0.001***
reference: male						
female	-0.001***	-0.002***	-0.000***	-0.000***	0.000	0.000
reference: tenure of less than a year						
tenure: 1-4 years	0.000***	-0.005***	0.001***	-0.000**	-0.009***	0.002***
tenure: 5-9 years	0.000	-0.007***	-0.000***	0.001***	-0.007***	-0.001***
tenure: 10 years or more	-0.000	-0.008***	-0.000***	0.001***	-0.010***	-0.002***
reference: ISCO 5						
ISCO 1	-0.006***	0.009***	-0.003***	0.003***	-0.003***	-0.000***
ISCO 2	-0.003***	0.012***	0.002***	-0.005***	0.007***	0.003***
ISCO 3	0.002***	-0.006***	0.001***	0.007***	0.007***	-0.002***
ISCO 4	-0.001***	-0.003***	-0.000***	-0.002***	0.001***	0.000***
ISCO 6	-0.000	-0.000***	-0.000	-0.000	0.000	-0.000
ISCO 7	0.006***	-0.004***	0.001***	0.010***	0.008***	-0.003***
ISCO 8	-0.001***	-0.002***	-0.000***	-0.000***	0.008***	0.000***
ISCO 9	-0.000***	0.002***	-0.000***	-0.000**	0.005***	-0.001***
reference: permanent contract						
fixed contract	0.001***	-0.007***	-0.002***	0.000	0.000*	0.000*
Firm effects						
reference: NACE C						
NACE B	-0.000***	0.000***	-0.000***	0.000***	0.001***	-0.000***
NACE D+E	0.001***	-0.001***	-0.000***	0.001***	-0.001***	-0.000***
NACE F	0.000***	-0.002***	0.000***	0.001***	0.002***	-0.001***
NACE G	-0.000***	-0.002***	0.000***	-0.000***	0.000	0.000
NACE H+J	0.001***	0.001***	0.000***	0.001***	0.005***	0.002***
NACE I	0.000***	0.001***	0.000***	-0.000***	-0.000***	0.000***
NACE K	0.001***	-0.002***	-0.000***	0.001***	-0.001***	-0.000***
NACE L+M+N	0.000***	0.001***	0.000***	0.001***	-0.000*	-0.000*
NACE O	-0.000***	-0.003***	-0.000***	-0.001***	0.000	0.000
NACE P	-0.000	-0.006***	-0.000	-0.003***	0.007***	0.001***
NACE Q	-0.000***	0.001***	0.000***	0.000***	0.004***	-0.001***
NACE R+S	0.000***	-0.001***	0.000***	0.001***	0.001***	-0.000***
reference: private ownership of a firm						
public ownership of a firm	-0.001***	0.001***	0.000***	-0.001***	-0.006***	-0.000***
tenure: less than 2 years (share)	-0.000***	0.013***	-0.001***	0.004***	0.028***	-0.006***
age: 50 years or more (share)	0.002***	0.037***	-0.001***	-0.011***	0.036***	0.005***
tertiary education (share)	0.006***	0.003***	0.001***	0.014***	-0.016***	-0.006***
female (share)	0.001***	-0.018***	-0.001***	-0.000***	0.028***	0.000***
constant		0.017***			-0.165***	
total	0.015***	0.006***	-0.004***	0.047***	-0.043***	-0.014***
Observations		4,062,845			1,534,467	

Table represent the results of the Blinder-Oaxaca decomposition of changes in variance of normalized log hourly wages between 2006 and 2014 based on the RIF regression results from Table ??. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.

* p<0.1, ** p<0.05, ***p<0.01

Data: European Structure of Earnings Survey

Blinder-Oaxaca results: EE and PL

	Estonia			Poland		
	Endowments	Coefficients	Interaction	Endowments	Coefficients	Interaction
Individual effects						
reference: primary education						
tertiary education	-0.002***	-0.000	0.000	0.020***	-0.028***	-0.009***
secondary education	-0.000***	0.005	0.000	0.000***	-0.008***	0.001***
reference: under 30 years old						
30-49 years old	-0.001***	0.006***	-0.000***	-0.001***	-0.006***	0.000***
50 years old or more	0.003***	0.006***	0.001***	0.007***	-0.008***	-0.002***
reference: male						
female	0.001***	-0.005**	0.000*	-0.000***	-0.011***	-0.000***
reference: tenure of less than a year						
tenure: 1-4 years	0.001	0.002	-0.001	0.000*	0.000	-0.000
tenure: 5-9 years	-0.000	-0.005***	0.000	-0.000***	-0.001	-0.000
tenure: 10 years or more	-0.000	-0.000	-0.000	-0.000***	0.015***	0.000***
reference: ISCO 5						
ISCO 1	-0.001*	-0.005***	0.000*	0.004***	0.003***	0.001***
ISCO 2	-0.001***	-0.005***	-0.001***	-0.003***	0.018***	0.002***
ISCO 3	0.001***	-0.003***	0.000**	0.003***	0.009***	-0.001***
ISCO 4	0.000***	-0.002***	0.000**	0.002***	0.005***	-0.000***
ISCO 6	0.000***	-0.000***	-0.000***	-0.000***	0.000***	0.000***
ISCO 7	0.001***	-0.004***	0.000***	0.003***	0.007***	-0.001***
ISCO 8	0.003***	-0.005***	0.001***	0.000***	0.008***	-0.000***
ISCO 9	0.001***	-0.012***	-0.000***	0.001***	0.005***	-0.001***
reference: permanent contract						
fixed contract	-0.001***	-0.000	0.000			
Firm effects						
reference: NACE C						
NACE B	0.000	0.001***	-0.000***	-0.000***	0.000	-0.000
NACE D+E	0.000***	0.003***	-0.000***	0.000***	-0.001***	-0.000***
NACE F	0.000***	-0.001***	-0.000**	-0.000***	0.002***	0.000***
NACE G	0.001***	-0.001	-0.000	-0.000***	0.006***	0.000***
NACE H+J	0.001***	0.007***	0.001***	0.000***	0.002***	0.001***
NACE I	0.000**	-0.001***	-0.000***	0.000**	0.000**	0.000*
NACE K	-0.002***	-0.000	0.000	0.000***	-0.001***	-0.000***
NACE L+M+N	0.000***	-0.000	-0.000	0.000***	0.000	0.000
NACE O	0.001***	0.006***	-0.001***	-0.000***	-0.002***	-0.000***
NACE P	-0.000***	0.000	0.000	-0.000***	0.008***	-0.000***
NACE Q	-0.000**	-0.002***	0.000*	0.002***	0.004***	-0.001***
NACE R+S	0.000	0.001	-0.000	0.000***	-0.001***	0.000***
reference: private ownership of a firm						
public ownership of a firm	0.001***	0.001	-0.000	0.008***	0.020***	-0.003***
tenure: less than 2 years (share)	-0.000**	0.016***	0.001***	-0.001***	-0.015***	0.000***
age: 50 years or more (share)	-0.005***	0.009**	0.001**	-0.007***	0.016***	0.003***
tertiary education (share)	-0.010***	-0.018***	0.004***	0.018***	-0.013***	-0.004***
female (share)	0.000	0.036***	0.000	0.000***	-0.027***	-0.000***
constant		-0.040***			-0.091***	
total	-0.008***	-0.010***	0.005***	0.059***	-0.083***	-0.014***
Observations		227,225			1,347,783	

Table represent the results of the Blinder-Oaxaca decomposition of changes in variance of normalized log hourly wages between 2006 and 2014 based on the RIF regression results from Table ??. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.

* p<0.1, ** p<0.05, *** p<0.01

Data: European Structure of Earnings Survey

Blinder-Oaxaca results: LT and LV

	Lithuania			Latvia		
	Endowments	Coefficients	Interaction	Endowments	Coefficients	Interaction
Individual effects						
reference: primary education						
tertiary education	0.019***	-0.037***	-0.017***	0.007***	-0.026***	-0.007***
secondary education	0.000	-0.012	0.002	0.003***	-0.003	0.001
reference: under 30 years old						
30-49 years old	-0.005***	0.013***	-0.002***	-0.002***	0.012***	-0.001***
50 years old or more	0.007***	0.008***	0.003***	0.003***	0.008***	0.001***
reference: male						
female	-0.002***	-0.009***	-0.001***	-0.001***	0.003	0.000
reference: tenure of less than a year						
tenure: 1-4 years	-0.001***	-0.007***	0.001***	-0.001***	0.000	-0.000
tenure: 5-9 years	0.002***	-0.012***	-0.002***	0.000***	-0.006***	-0.000***
tenure: 10 years or more	0.003***	-0.012***	-0.003***	0.002***	-0.007***	-0.002***
reference: ISCO 5						
ISCO 1	-0.012***	0.030***	-0.008***	-0.003***	0.000	-0.000
ISCO 2	-0.004***	0.003	0.001	0.000	0.002	0.000
ISCO 3	0.000	-0.004***	0.000	0.001***	-0.001	0.000
ISCO 4	0.001***	0.000	-0.000	0.002***	-0.002***	0.000***
ISCO 6	-0.000***	-0.000**	0.000*	-0.000***	-0.000	0.000
ISCO 7	0.001**	-0.010***	0.003***	0.001***	-0.002*	0.000*
ISCO 8	-0.000**	-0.006***	-0.000**	0.000***	-0.003***	0.000***
ISCO 9	0.000	-0.003**	-0.000	0.001***	-0.005***	-0.000***
reference: permanent contract						
fixed contract	0.001***	-0.002***	-0.002***	0.001***	-0.007***	-0.001***
Firm effects						
reference: NACE C						
NACE B	-0.000	-0.000**	0.000	-0.000***	0.000***	0.000**
NACE D+E	0.001***	-0.001	-0.000	0.001***	-0.002***	-0.001***
NACE F	-0.002***	-0.011***	0.003***	0.000	-0.004***	0.000***
NACE G	-0.000**	-0.001	0.000	-0.000***	-0.008***	0.001***
NACE H+J	0.002***	-0.000	-0.000	0.002***	0.002***	0.001***
NACE I	-0.001***	-0.001**	0.001**	0.000	-0.003***	-0.000
NACE K	-0.000	-0.001***	0.000	-0.001***	0.001***	-0.000***
NACE L+M+N	-0.000	0.002***	0.000***	-0.000***	-0.005***	0.000***
NACE O	0.002***	-0.007***	-0.003***	0.001***	-0.011***	0.002***
NACE P	0.000	0.004**	0.000*	0.000	-0.021***	-0.008***
NACE Q	0.003***	0.002	0.001	0.001***	-0.002***	-0.000***
NACE R+S	0.000***	-0.002**	0.001**	-0.000	-0.004***	0.002***
reference: private ownership of a firm						
public ownership of a firm	-0.010***	0.004	0.001	-0.004***	0.031***	0.002***
tenure: less than 2 years (share)	-0.005***	-0.028***	0.005***	-0.005***	-0.026***	0.004***
age: 50 years or more (share)	-0.009***	0.007	0.002	-0.009***	0.008**	0.001**
tertiary education (share)	0.033***	-0.020***	-0.006***	0.030***	0.018***	0.005***
female (share)	0.000**	0.014**	0.001**	-0.000***	-0.005	-0.000
constant		0.018			-0.115***	
total	0.022***	-0.089***	-0.021***	0.030***	-0.183***	0.000
Observations		145,971			425,412	

Table represent the results of the Blinder-Oaxaca decomposition of changes in variance of normalized log hourly wages between 2006 and 2014 based on the RIF regression results from Table ??. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.

* p<0.1, ** p<0.05, ***p<0.01

Data: European Structure of Earnings Survey

Blinder-Oaxaca results: HU

	Hungary		
	Endowments	Coefficients	Interaction
Individual effects			
reference: primary education			
tertiary education	0.011***	-0.031***	-0.006***
secondary education	0.001***	-0.033***	0.001***
reference: under 30 years old			
30-49 years old	0.002***	0.009***	0.001***
50 years old or more	-0.001***	0.004***	-0.000***
reference: male			
female	0.002***	-0.003***	0.000***
reference: tenure of less than a year			
tenure: 1-4 years	-0.000	-0.032***	-0.000
tenure: 5-9 years	0.000***	-0.018***	0.002***
tenure: 10 years or more	0.001***	-0.025***	0.003***
reference: ISCO 5			
ISCO 1	-0.005***	0.007***	-0.001***
ISCO 2	-0.001***	0.010***	0.002***
ISCO 3	-0.001***	0.004***	0.000***
ISCO 4	0.004***	0.003***	-0.001***
ISCO 6	-0.000	0.000***	-0.000
ISCO 7	-0.001***	0.003***	0.000***
ISCO 8	-0.002***	-0.000	-0.000
ISCO 9	0.001***	0.006***	0.003***
reference: permanent contract			
fixed contract	-0.000***	-0.004***	0.001***
Firm effects			
reference: NACE C			
NACE B	0.000***	-0.000***	-0.000***
NACE D+E	-0.000***	-0.003***	0.000***
NACE F	-0.000***	-0.006***	0.001***
NACE G	0.000	-0.006***	-0.000
NACE H+J	0.001***	-0.000	-0.000
NACE I	0.000**	-0.002***	0.000***
NACE K	0.002***	0.001***	0.000***
NACE L+M+N	0.000	-0.004***	-0.001***
NACE O	-0.000***	0.010***	0.001***
NACE P	0.006***	0.014***	-0.002***
NACE Q	0.000***	0.004***	-0.000***
NACE R+S	0.002***	-0.001***	0.001***
reference: private ownership of a firm			
public ownership of a firm	0.003***	0.017***	-0.001***
tenure: less than 2 years (share)	0.006***	0.024***	0.005***
age: 50 years or more (share)	0.001***	-0.010***	0.000***
tertiary education (share)	0.015***	-0.026***	-0.005***
female (share)	0.001***	-0.024***	0.001***
constant		0.057***	
total	0.046***	-0.055***	0.005***
Observations			1,446,198

Table represent the results of the Blinder-Oaxaca decomposition of changes in variance of normalized log hourly wages between 2006 and 2014 based on the RIF regression results from Table ??. Trimmed sample does not include the top 0.1% and the bottom 0.1% hourly wages. For the detailed explanation of ISCO and NACE codes see Table ??.

* p<0.1, ** p<0.05, ***p<0.01

Data: European Structure of Earnings Survey