

# 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)

Warsaw, January 2019



• We analyse trends in wage inequality in Central and Eastern Europe



- We analyse trends in wage inequality in Central and Eastern Europe
  - How high are the wage inequalities?

- We analyse trends in wage inequality in Central and Eastern Europe
  - How high are the wage inequalities?
  - How do they differ across CEE? How do they compare to Western Europe or CEE?

- We analyse trends in wage inequality in Central and Eastern Europe
  - How high are the wage inequalities?
  - How do they differ across CEE? How do they compare to Western Europe or CEE?
  - How did they evolve since 2000s?

- We analyse trends in wage inequality in Central and Eastern Europe
  - How high are the wage inequalities?
  - How do they differ across CEE? How do they compare to Western Europe or CEE?
  - How did they evolve since 2000s?
- What is the role of firms?

- We analyse trends in wage inequality in Central and Eastern Europe
  - How high are the wage inequalities?
  - How do they differ across CEE? How do they compare to Western Europe or CEE?
  - How did they evolve since 2000s?
- What is the role of firms?
  - Are wage differentials higher between or within firms?

- We analyse trends in wage inequality in Central and Eastern Europe
  - How high are the wage inequalities?
  - How do they differ across CEE? How do they compare to Western Europe or CEE?
  - How did they evolve since 2000s?
- What is the role of firms?
  - Are wage differentials higher between or within firms?
  - How do these patterns change?

- We analyse trends in wage inequality in Central and Eastern Europe
  - How high are the wage inequalities?
  - How do they differ across CEE? How do they compare to Western Europe or CEE?
  - How did they evolve since 2000s?
- What is the role of firms?
  - Are wage differentials higher between or within firms?
  - How do these patterns change?
- What are the micro determinants of wage inequalities?

• The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014
- Most of the inequality levels are explained by the between-firm component

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014
- Most of the inequality levels are explained by the between-firm component
- No single role of changes in between/within components in wage inequality decrease

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014
- Most of the inequality levels are explained by the between-firm component
- No single role of changes in between/within components in wage inequality decrease
- Determinants of wage inequality: it matters where one works (NACE, occupation, sector) but also whom you work with

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014
- Most of the inequality levels are explained by the between-firm component
- No single role of changes in between/within components in wage inequality decrease
- Determinants of wage inequality: it matters where one works (NACE, occupation, sector) but also whom you work with
- Changes in the size of variance of wages can be attributed mostly to shifts in the intercept institutional factors?

• 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)

- 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)
- Within-firm component higher, but high growth in the between-firm component in the U.S. 1992-2007: Barth et al. 2016

- 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)
- 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)



• European Structure of Earnings Survey, a large linked employer-employee dataset

- European Structure of Earnings Survey, a large linked employer-employee dataset
- 4 waves of repeated cross-sections, harmonized data

- European Structure of Earnings Survey, a large linked employer-employee dataset
- 4 waves of repeated cross-sections, harmonized data
- We analyse BG, CZ, EE, HU, LT, LV, PL, RO, SK



- European Structure of Earnings Survey, a large linked employer-employee dataset
- 4 waves of repeated cross-sections, harmonized data
- We analyse BG, CZ, EE, HU, LT, LV, PL, RO, SK
- We do not have data from 2002 for all countries, so we focus on 2006, 2010 and 2014 waves



- European Structure of Earnings Survey, a large linked employer-employee dataset
- 4 waves of repeated cross-sections, harmonized data
- We analyse BG, CZ, EE, HU, LT, LV, PL, RO, SK
- We do not have data from 2002 for all countries, so we focus on 2006, 2010 and 2014 waves
- We use gross hourly wages

• We normalize log wage such that for each country  $\hat{w_{it}} = 100 * rac{w_{it}}{ec{w}_t}$ 

- We normalize log wage such that for each country  $\hat{w_{it}} = 100 * rac{w_{it}}{w_{\star}}$
- Our measure of wage inequality is the variance of normalized log wages  $(\hat{w_{it}})$

- We normalize log wage such that for each country  $\hat{w_{it}} = 100 * rac{w_{it}}{w_{i}}$
- Our measure of wage inequality is the variance of normalized log wages ( $\hat{w_{it}}$ )
- We decompose the overall variance into the within- and between-firm component:

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

- We normalize log wage such that for each country  $\hat{w_{it}} = 100 * rac{w_{it}}{w_{i}}$
- Our measure of wage inequality is the variance of normalized log wages ( $\hat{w_{it}}$ )
- We decompose the overall variance into the within- and between-firm component:

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

• where  $\hat{w_t}$  is the average normalized log wage in year t in a given country,  $\hat{w_{jt}}$  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)



Bulgaria – – – Hungary ------ Poland Czechia –––– Latvia – · · Romania Estonia – · · Lithuania –·---- Slovakia





# 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

1:

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

$$RIF(\hat{w_{it}}) = (\hat{w_{it}} - \hat{\bar{w_t}})^2 \tag{2}$$

#### Micro determinants: RIF regression

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

$$RIF(\hat{w_{it}}) = (\hat{w_{it}} - \hat{\bar{w_t}})^2 \tag{2}$$

• Next, we estimate the following model by OLS (for each year and country separately):

$$RIF(\hat{w}_{it}) = \beta_0 + \beta_1 X_{it} + \beta_2 X_{jt} + \epsilon_{it}$$
(3)

#### Micro determinants: RIF regression

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

$$RIF(\hat{w_{it}}) = (\hat{w_{it}} - \hat{\bar{w_t}})^2 \tag{2}$$

• Next, we estimate the following model by OLS (for each year and country separately):

$$RIF(\hat{w_{it}}) = \beta_0 + \beta_1 X_{it} + \beta_2 X_{jt} + \epsilon_{it}$$
(3)

• 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)
### Micro determinants: RIF regression

1:

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

$$RIF(\hat{w_{it}}) = (\hat{w_{it}} - \hat{\bar{w_t}})^2 \tag{2}$$

• Next, we estimate the following model by OLS (for each year and country separately):

$$RIF(\hat{w}_{it}) = \beta_0 + \beta_1 X_{it} + \beta_2 X_{jt} + \epsilon_{it}$$
(3)

- 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)
- 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)

	•
•	•

	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***
ISCO 3	-0.129***	-0.095***
ISCO 4	-0.173***	-0.108***
ISCO 6	-0.066***	0.031***
ISCO 7	-0.172***	-0.101***
ISCO 8	-0.171***	-0.114***
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***

tertiary education (share)

	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***
ISCO 3	-0.129***	-0.095***
ISCO 4	-0.173***	-0.108***
ISCO 6	-0.066***	0.031***
ISCO 7	-0.172***	-0.101***
ISCO 8	-0.171***	-0.114***
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***

0 192\*\*\*

0 193\*\*\*

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 1+M+N 0.030\*\*\* 0 041\*\*\* MACE D -0 112\*\*\* 0 197\*\*\* 0 411\*\*\* ISCO 1 0.447\*\*\* **ISCO 2** -0.029\* -0.030\*\* ISCO 3 -0.129\*\*\* -0.095\*\*\* ISCO 4 -0.173\*\*\* -0.108\*\*\* **ISCO 6** -0.066\*\*\* 0.031\*\*\* ISCO 7 -0 172\*\*\* -0 101\*\*\* ISCO 8 -0.171\*\*\* -0.114\*\*\* 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\*\*\*

1:

	•
•	•

	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***
ISCO 3	-0.129***	-0.095***
ISCO 4	-0.173***	-0.108***
ISCO 6	-0.066***	0.031***
ISCO 7	-0.172***	-0.101***
ISCO 8	-0.171***	-0.114***
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***

eruary education (share

	BG	RO
tertiary education	-0.015**	-0.018***
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***
NACE I	-0.128***	0.024***
NACE O	-0.143***	0.039***
NAGE P	0.260***	0.322***
ISCO 1	0.650***	0.673***
ISCO 2	0.215***	0.109***
ISCO 3	-0.048***	-0.126***
ISCO 4	-0.117***	-0.186***
ISCO 6	0.740***	-0.036
ISCO 7	-0.089***	-0.122***
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***

0.325

0.533

1:

	BG	RO
tertiary education	-0.015**	-0.018***
secondary education	-0.021***	-0.013***
30-49 vears 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***
NACEI	-0.128***	0.024***
NACE 0	-0.143***	0.039***
NACE P	-0.268***	-0.322***
ISCO 1	0.650***	0.673***
ISCO 2	0.215***	0.109***
ISCO 3	-0.048***	-0.126***
ISCO 4	-0.117***	-0.186***
ISCO 6	0.740***	-0.036
ISCO 7	-0.089***	-0.122***
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***	-0.108***
tertiary education (share)	0.325***	0.533***



• job and firm level characteristics: occupations, NACE, private sector, co-workers

- 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

- 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

1:

• The positive effect of tertiary education on the variance of log wages has decreased in most countries



- The positive effect of tertiary education on the variance of log wages has decreased in most countries
- The effect of age of a worker has increased in most countries

1:

- The positive effect of tertiary education on the variance of log wages has decreased in most countries
- The effect of age of a worker has increased in most countries
- The correlation between managerial occupation and wage inequality has strengthened in most countries or remained strong (Latvia, Poland, Estonia)

- 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:

$$Var(w_{i,\hat{2}014}) - Var(w_{i,\hat{2}006}) = \beta_{2006}(\bar{X}_{2014} - \bar{X}_{2006}) + (\beta_{2014} - \beta_{2006})\bar{X}_{2006} + (\bar{X}_{2014} - \bar{X}_{2006}) * (\beta_{2014} - \beta_{2006})$$
(4)

# Blinder-Oaxaca: 2006-2014 decomposition





Source: Own calculations based on European Structure of Earnings Survey

- 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.

• The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014
- Most of the inequality levels are explained by the between-firm component

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014
- Most of the inequality levels are explained by the between-firm component
- No single role of changes in between/within components in wage inequality decrease

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014
- Most of the inequality levels are explained by the between-firm component
- No single role of changes in between/within components in wage inequality decrease
- Determinants of wage inequality: it matters where one works (NACE, occupation, sector) but also whom you work with

- The levels of wage inequality have decreased in most CEE countries, though on average are still higher than in WE
- The largest changes occurred between 2006-2014
- Most of the inequality levels are explained by the between-firm component
- No single role of changes in between/within components in wage inequality decrease
- Determinants of wage inequality: it matters where one works (NACE, occupation, sector) but also whom you work with
- Changes in the size of variance of wages can be attributed mostly to shifts in the intercept institutional factors?

# References

1:

- Akerman, Anders, Elhanan Helpman, Oleg Itskhoki, Muendler Marc-Andreas, and Stephen Redding (2013). "Sources of wage inequality". In: American Economic Review 103.3, pp. 214–219.
- Autor, David H., Lawrence F. Katz, and Melissa S. Kearney (May 2008). "Trends in U.S. Wage Inequality: Revising the Revisionists". In: Review of Economics and Statistics 90.2, pp. 300–323.
- Barth, Erling, Alex Bryson, James C. Davis, and Richard Freeman (2016). "It is Where You Work: Increases in the Dispersion of Earnings across Establishments and Individuals in the United States". In: Journal of Labor Economics 34.2, pp. 244–263.
- Firpo, Sergio P., Nicole M. Fortin, and Thomas Lemieux (2018). "Decomposing Wage Distributions Using Recentered Influence Function Regressions". In: Econometrics 6.
- Helpman, Elhanan, Oleg Itskhoki, and Stephen Redding (2017). "Trade and inequality: From theory to estimation". In: Review of Economic Studies 84.1, pp. 357–405.



# THANK YOU

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



Figure: Overall variance of log wages: 2002-2014



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

	Level 2006	Change 2006-2014	
	(percent)	(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  $\frac{Var(within_{2006})}{Var(w,2006})$ . 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  $\frac{1}{4}$  Var(within)

 $\left(\frac{|\Delta Var(within)|}{(|\Delta Var(within)|+|\Delta Var(between)|)}\right)$ 

Data: European Structure of Earnings Survey

### RIF results: BG and RO

	•
•	•

		Bulgari			Romania			
	2002	2005	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*
econdary education	-0.003	-0.025***	-0.043***	-0.021***	-0.026***	0.004	-0.032***	-0.013*
reference: under 30 years old								
90-49 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***	0.075***	0.022*
reference: male								
fernale	-0.064***	-0.069***	-0.071***	-0.081***	-0.031***	-0.025***	-0.025***	-0.051
eference: tenure of less than a year								
lenure: 1-4 years	-0.023***	0.015***	-0.004	-0.009**	-0.003	-0.013***	-0.001	-0.007
lenure: 5-9 years	-0.013***	0.040***	0.013***	0.010**	-0.017***	-0.012***	-0.004	-0.010
lensare: 30 years or more	0.013***	0.088***	0.037***	0.031***	0.013**	0.018***	0.016***	0.038*
veference: ISCO 5								
500 1	0.411***	0.553***	0.558***	0.650***	0.480***	0.991***	0.635***	0.673*
500.2	0.060***	0.183***	0.145***	0.215***	-0.216***	0.280***	-0.035***	0.109*
500 3	-0.045***	-0.055***	-0.021***	-0.048***	-0.164***	-0.058***	-0.157***	-0.126
500.4	0.092***	-0.102***	0.122***	0.117***	-0.321***	-0.177***	-0.251***	-0.186
500.6	0.050**	-0.044*	0.011	0.740***	0133***	0.049**	-0.105***	-0.03
500.7	0.041***	-0.050***	-0.060***	0.069***	-0.191***	-0.093***	-0.125***	-0.122
500.8	0.062***	-0.083***	-0.100***	0.114***	-0.243***	-0.105***	-0.195***	-0.1482
500.8	0.002	-0.000	0.022***	0.014***	-0.081***	0.040***	-0.018***	-0.034
eference: permanent contract	0.004	-0.000	0.044	0.014	-0.041	0.040	-0.018	-0.034
load contract	0.000	0.069344	0.000444	0.004444	0.034888	0.016888	0.01688	0.051
Com effects								
seference NACE C								
NACE B	0.300***	0.268244	0.107***	0.280444	0.330444	0.107***	0.343***	0.6135
NACE D.F.	0.104144	0.210144	0.163444	0.202844	0.306444	0.034444	0.002222	0.017
NACE E	0.0003444	0.111444	0.163	0.000***	0.005	0.077***	-0.003	-0.0224
NACE F	0.082	0.0171444	0.0001111	0.039	0.025	0.027	-0.002	-0.029
NACE G	0.004	-0.047	0.000	0.110-00	0.004	0.030	0.010	-0.024
NACE 1143	-0.007	0.008	0.129	0.167	0.208	0.081	0.01084	0.122
SALE I	0.038	0.039	0.075	0.001	0.049	0.004	0.016	0.024
NALE N	0.767	0.216	0.071	0.004	0.607	0.703	0.560***	0.544
NACE L+M+N	-0.019***	0.035	0.106	0.068	0.002	0.115***	0.015	0.00
NACE O	-0.204	-0.144	-0.187	-0.143	0.029	0.197***	0.029	0.039
SALE P	-0.310	-0.396	-0.258	0.203	-0.321	0.187	-0.360	-0.322
SALE Q	-0.208	-0.111	-0.151	-0.107	-0.065	-0.067	0.110	-0.103
SALE R+S	-0.093	-0.012-	-0.123	-0.154	0.032	-0.004	-0.149	-0.131
reference: private ownership of a form								
public ownership of a firm	-0.067***	-0.078***	-0.110***	-0.112***	-0.072***	-0.024***	-0.017***	-0.051
tenure: tess 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)	-0.485***	-0.375***	-0.3/4***	-0.445***	-0.361***	-0.254***	-0.160***	-0.198
ertiary education (share)	0.250***	0.378***	0.404***	0.325***	0.497***	0.245***	0.485***	0.533*
iemale (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	270,5
							10 Ib 10 T	0.25

NAE C: Anuthersteing, NAC SH- Electrice, Gais, Boam and AC conditioning Gople, Water Goppi, Swenzey, Water Management and Remediation Activities, NAE C: - Constructions, NAE C: - Whitesteing and Heast Yahles appear of Mater Vahles, Vahles I, Hansel Heine, Mater Vahles, Vahles I, Hansel and Google, Information and Communication, NAE C: - Whitesteing, Communications and Heast Pahles appeared that with the Annual Activities, NAE C: - Material and Heast Pahles and Heast Pahles and Communication, NAE C: - Material and Heast Tables appeared heast Pahles and Heast Pahles, NAE C: Heast Pahles and Communication, NAE C: - Material With Activity Rev (Material Activity), NAE C: Material Activity, NAE C: Material Activit

Data: European Structure of European Survey

30/27

# RIF results: CZ and SK

. . .

John 200			Czechia				Slovaki		
Display         Display <t< td=""><td></td><td>2002</td><td>2005</td><td>2010</td><td>2014</td><td>2002</td><td>2006</td><td>2010</td><td>2014</td></t<>		2002	2005	2010	2014	2002	2006	2010	2014
Intervalue         Interva	Individual effects								
Inter production         Control         Control <thcontrol< th="">         Control         <thcontrol< th=""></thcontrol<></thcontrol<>	reference: primary education								
Second	tertiary education	0.163***	0.155***	0.141***	0.084***	0.066***	0.059***	0.049***	0.005***
International provide         Internatinternatintera provide         Internatintera provide <td>secondary education</td> <td>-0.043***</td> <td>-0.054***</td> <td>-0.054***</td> <td>-0.066***</td> <td>-0.070***</td> <td>-0.111***</td> <td>-0.091***</td> <td>-0.094***</td>	secondary education	-0.043***	-0.054***	-0.054***	-0.066***	-0.070***	-0.111***	-0.091***	-0.094***
Bit Part of All         Barthow         Barthow <thbarthow< th=""> <thbarthow< th=""> <thbarthow< th=""></thbarthow<></thbarthow<></thbarthow<>	reference: under 30 years old								
Signed norms         Signed         S	30-49 years old	0.039***	0.078***	0.089***	0.098***	0.056***	0.059***	0.089***	0.098***
Index         Control         Control <thcontrol< th=""> <thcontrol< th=""> <thcon< td=""><td>50 years old or more</td><td>0.050***</td><td>0.079***</td><td>0.093***</td><td>0.103***</td><td>0.068***</td><td>0.055***</td><td>0.094***</td><td>0.101***</td></thcon<></thcontrol<></thcontrol<>	50 years old or more	0.050***	0.079***	0.093***	0.103***	0.068***	0.055***	0.094***	0.101***
Deck         Deck <thdeck< th="">         Deck         Deck         <thd< td=""><td>reference: male</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thd<></thdeck<>	reference: male								
Index         Control         Control <thcontrol< th=""> <thcontrol< th=""> <thcon< td=""><td>fernale</td><td>-0.039***</td><td>-0.052***</td><td>-0.049***</td><td>-0.057***</td><td>-0.061***</td><td>-0.055***</td><td>-0.056***</td><td>-0.055***</td></thcon<></thcontrol<></thcontrol<>	fernale	-0.039***	-0.052***	-0.049***	-0.057***	-0.061***	-0.055***	-0.056***	-0.055***
Intern L parts         Gold P         Gold P <thgol p<="" th=""> <thgo< td=""><td>reference: tenure of less than a year</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thgo<></thgol>	reference: tenure of less than a year								
Intern Spars         Galls	tenure: 1-4 years	-0.008***	-0.015***	-0.017***	-0.031***	-0.008***	0.004**	-0.003*	-0.018***
Instrum         Control         Control <t< td=""><td>tenure: 5-9 years</td><td>-0.004***</td><td>0.001</td><td>-0.017***</td><td>-0.033***</td><td>0.008**</td><td>0.018***</td><td>0.008***</td><td>-0.016***</td></t<>	tenure: 5-9 years	-0.004***	0.001	-0.017***	-0.033***	0.008**	0.018***	0.008***	-0.016***
Induces (0):5         Initial	tenure: 10 years or more	-0.018***	-0.001	0.003***	-0.028***	-0.018***	0.020***	0.004**	-0.017***
NO1         D,11**         D,1**         D,1** <thd,1**< th="">         D,1**         <thd,1**< th=""> <thd,1**< th=""> <thd,1**< th=""></thd,1**<></thd,1**<></thd,1**<></thd,1**<>	reference: ISCO 5								
NO-2         Control         Control <thcontrol< th=""> <thcontrol< th=""> <thcont< td=""><td>1500 1</td><td>0.274***</td><td>0.312***</td><td>0.366***</td><td>0.447***</td><td>0.350***</td><td>0.465***</td><td>0.474***</td><td>0.411***</td></thcont<></thcontrol<></thcontrol<>	1500 1	0.274***	0.312***	0.366***	0.447***	0.350***	0.465***	0.474***	0.411***
BO31         GBM         GBM <td>1500.2</td> <td>-0.139***</td> <td>-0.124***</td> <td>0.052***</td> <td>0.029***</td> <td>-0.126***</td> <td>-0.081***</td> <td>-0.051***</td> <td>-0.030***</td>	1500.2	-0.139***	-0.124***	0.052***	0.029***	-0.126***	-0.081***	-0.051***	-0.030***
Biol         Biol <th< td=""><td>1500.3</td><td>-0.098***</td><td>-0.101***</td><td>-0.107***</td><td>0.129***</td><td>-0.158***</td><td>-0.127***</td><td>-0.112***</td><td>-0.025***</td></th<>	1500.3	-0.098***	-0.101***	-0.107***	0.129***	-0.158***	-0.127***	-0.112***	-0.025***
BODS         COD         COD <td>1500 A</td> <td>0.002***</td> <td>.0.115***</td> <td>0.164***</td> <td>0.171***</td> <td>0.054***</td> <td>0.125***</td> <td>0.133***</td> <td>0.108***</td>	1500 A	0.002***	.0.115***	0.164***	0.171***	0.054***	0.125***	0.133***	0.108***
BO21         BL12*         BL12**         BL12** <td>1500 6</td> <td>-0.009</td> <td>-0.002</td> <td>0.060***</td> <td>0.066***</td> <td>0.038</td> <td>0.018</td> <td>-0.023**</td> <td>0.031***</td>	1500 6	-0.009	-0.002	0.060***	0.066***	0.038	0.018	-0.023**	0.031***
NO.5         Light         Light <thl< td=""><td>1500 7</td><td>-0.123***</td><td>-0.152***</td><td>0.147***</td><td>0.172***</td><td>-0.196***</td><td>-0.145***</td><td>-0.130***</td><td>-0.101***</td></thl<>	1500 7	-0.123***	-0.152***	0.147***	0.172***	-0.196***	-0.145***	-0.130***	-0.101***
BOD         DBM**         D	1500 8	0.128***	-0.161***	0.157***	0.171***	-0.193***	-0.163***	-0.153***	-0.114***
Informer         Description         Description <thdescription< th=""> <thdescription< th=""> <t< td=""><td>1500.9</td><td>0.005***</td><td>0.044***</td><td>0.058***</td><td>0.068***</td><td>-0.033***</td><td>0.005**</td><td>-0.002</td><td>0.051***</td></t<></thdescription<></thdescription<>	1500.9	0.005***	0.044***	0.058***	0.068***	-0.033***	0.005**	-0.002	0.051***
Main attack         Differ         Differ <thdiffer< th=""> <thdiffer< th=""> <thdiffe< td=""><td>reference: permanent contract</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thdiffe<></thdiffer<></thdiffer<>	reference: permanent contract								
Deck         Deck <thdeck< th="">         Deck         Deck         <thd< td=""><td>fixed contract</td><td>0.018***</td><td>0.023***</td><td>0.008***</td><td>-0.015***</td><td>0.031***</td><td>0.001</td><td>0.022***</td><td>0.004***</td></thd<></thdeck<>	fixed contract	0.018***	0.023***	0.008***	-0.015***	0.031***	0.001	0.022***	0.004***
Amerikanis         Amerikanis         Addition									
Operator Cf C         Operator	Firm effects								
MCI         -1000         000 <sup>+++</sup> 000 <sup>++++</sup> 000 <sup>++++++++++++++++++++++++++++++++++</sup>	reference: NACE C								
NAC 50.         0.001         0.001 <sup>44</sup> 0.00	NACE B	-0.000	0.033***	0.036***	0.046***	-0.005	-0.051***	0.030***	0.051***
NGT         Control         Co	NACE DeE	0.002	0.094***	0.064***	0.055***	0.153***	0.157***	0.025***	0.028***
MCI 5, MCI 5, MCI 5, MCI 1, MCI 1,	NACE F	-0.007***	-0.012***	-0.005***	-0.047***	-0.038***	-0.028***	-0.011***	0.008***
MCT hui         GBM**         BIM**         BBM**         BBM***         BBM***         BBM***	NACE G	-0.016***	0.013***	-0.012***	-0.003***	0.054***	-0.025***	-0.022***	-0.025***
Mail :         Control         Control <thcontrol< th=""> <thcontrol< th=""> <thco< td=""><td>NACE H+J</td><td>-0.009***</td><td>0.069***</td><td>0.103***</td><td>0.088***</td><td>0.039***</td><td>0.029***</td><td>0.073***</td><td>0.092***</td></thco<></thcontrol<></thcontrol<>	NACE H+J	-0.009***	0.069***	0.103***	0.088***	0.039***	0.029***	0.073***	0.092***
Not K         Control         Data	NACE I	0.028***	0.017***	0.156***	0.072***	-0.009	0.015***	0.010***	-0.006*
NGC LANCH         G11 <sup>144</sup>	NACE K	0.053***	0.265***	0.200***	0.162***	0.077***	0.123***	0.078***	0.055***
NGC 0         0.11 <sup>10</sup> 0.04 <sup>140</sup> 0.01 <sup>140</sup> 0.0	NACE L+M+N	-0.013***	0.013***	0.046***	0.030***	0.122***	0.045***	0.020***	0.041***
MAT P         Control         Control <thcontrol< th=""> <thcontrol< th=""> <thcon< td=""><td>NACE O</td><td>-0.103***</td><td>-0.024***</td><td>-0.031***</td><td>-0.071***</td><td>-0.033***</td><td>-0.041***</td><td>-0.031***</td><td>-0.038***</td></thcon<></thcontrol<></thcontrol<>	NACE O	-0.103***	-0.024***	-0.031***	-0.071***	-0.033***	-0.041***	-0.031***	-0.038***
NGC (         GBW <sup>+</sup> </td <td>NACE P</td> <td>-0.155***</td> <td>-0.108***</td> <td>-0.158***</td> <td>-0.187***</td> <td>-0.198***</td> <td>-0.179***</td> <td>-0.172***</td> <td>-0.112***</td>	NACE P	-0.155***	-0.108***	-0.158***	-0.187***	-0.198***	-0.179***	-0.172***	-0.112***
NGC ho.         Open- Series         Open-Series         Open- Series         Open-Series         Open- Series         Open-Series	NACE Q	-0.060***	-0.032***	-0.030***	-0.020***	0.005	-0.038***	-0.017***	0.012***
Optimizer provide of Labor         Optimizer         Optimize	NACE BAS	.0.055***	.0.007***	.0.037***	0.052***	.0.087***	-0.048***	-0.100***	.0.031***
Differ         Open Town Start         Open Town Start <td>reference: private ownership of a firm</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	reference: private ownership of a firm								
Inserts         Start*         0.01**         0.02**         0.01**         0.02**         0.01**         0.02**         0.01**         0.02** <th0.02**< th=""> <th0.02**< th=""> <th0.02**< t<="" td=""><td>public ownership of a firm</td><td>-0.037***</td><td>-0.085***</td><td>-0.093***</td><td>-0.082***</td><td>-0.089***</td><td>-0.025***</td><td>-0.109***</td><td>-0.114***</td></th0.02**<></th0.02**<></th0.02**<>	public ownership of a firm	-0.037***	-0.085***	-0.093***	-0.082***	-0.089***	-0.025***	-0.109***	-0.114***
gets Stram emme (Man)         0.111****         0.111****         0.111****         0.111	tenure: less than 2 years (share)	0.053***	0.027***	0.090***	0.063***	0.010**	-0.053***	0.020***	0.022***
Instrume (show)         0.137***         0.718**         0.118***         0.121***         0.281***	age: 50 years or more (share)	-0.157***	-0.203***	-0.117***	-0.111***	-0.369***	-0.274***	-0.183***	-0.142***
finande (bran)         0.039 <sup>1+0</sup> 0.021 <sup>1+0</sup> 0.021         0.0	tertiary education (share)	0.137***	0.176***	0.116***	0.192***	0.283***	0.265***	0.240***	0.193***
constant         0.286***         0.297***         0.397***         0.440***         0.441***         0.111***         0.276***           Observations         978,10         1.94.00*         1.948,511         1.91.4*         0.50,73.88         65,80.4*           Required         0.185         0.20         0.210         0.210         0.100         0.216         0.191           Disk dura the conflicture attraction between disks of conflicture contractions can an Auto-control to a conflicture attraction to an Auto-control to a conflicture contraction of the conflicture contraction of the conflicture contraction contraction contraction contractions can an Auto-contraction contraction contrest contentent contraction contrentent contraction contractionc	female (share)	0.035***	0.041***	0.021***	0.001	.0.014***	-0.021***	0.020***	0.036***
Observations         978,110         1,914,027         1,948,513         2,148,818         391,714         670,603         767,948         863,864           R-squared         0.101         0.207         0.219         0.330         0.200         0.219         0.191           Disk share the coefficient same to be considered and constraints of the coefficient same the intervent to index and the three         1.948,513         2.148,818         391,714         670,603         767,948         863,864	constant	0.286***	0.290***	0.255***	0.307***	0.440***	0.441***	0.313***	0.226***
R-squared         0.183         0.201         0.207         0.219         0.130         0.200         0.216         0.191           Table shows the coefficients assessed influence Coefficients measures the lower of an influence Line (in the coefficients assessed to be acceled)         Description         Descri	Observations	978.110	1.914.027	1.948.513	2.148.818	391.714	670.603	767.368	863,864
Table shows the coefficient entropy to Because of Influence Courties sessation (Sea48). The coefficient measure the industries the influence of an influence of the influence of	R-squared	0.183	0.201	0.207	0.219	0.130	0.200	0.216	0.191
	Table shows the coefficients astimated to Beren	tered influence.	Cupyting suggests	ion (Cenatifi T	ha mafficients me	sames the impact of a	s infinitasimal d	uit so the right	

\* pc0.1, \*\* pc0.05 \*\*\*pc0.01 Data: European Structure of Earnings Survey

# RIF results: EE and PL

	•
•	•

	2006	2010	2014	1001	2006	2010	2014
to divide ad a Marca	2000	2010	2014	 2002	2000	2010	2014
namaua egers							
reperence: primary education	0.030888		0.070444				0.130777
tertiary education	0.079	0.034777	0.019777	0.013***	0.006777	0.016777	0.120****
enformany workshift and add	10.040	10.0.24	-0.018	0.012	-0.000	-0.010	10.0128
20.40 water old	0.077***	0.095111	0.000777	0.073777	0.114777	0.100777	0.102777
EQueors old as more	0.055***	0.084777	0.094777	0.117***	0.150777	0.122777	0.135***
safecease: mala	0.003	0.0494	0.084	0.117	0.135	0.133	0.123
female.	0.020777	0.073777	0.089777	0.027777	0.046777	0.055777	0.059777
enforceases taxing of lass than a user	10.080	10.072	-0.067	0.037	-0.040	-4.033	10.000
Teperantice, tensore up sets trian a year	0.005	0.000877	0.000	0.047777	0.0047	0.015777	0.0037
terrare, and years	0.030777	0.002	0.005	0.042***	0.010777	0.020777	0.015777
terrare, and years	0.004	0.004	0.005	0.050777	0.015***	0.005777	0.036777
enformers ISCO E	-0.004	-0.004	-0.003	0.030	-0.013	0.000	0.020
KCO 1	0.266777	0.270777	0.386777	0.363777	0.363777	0.385777	0.200777
1600 3	0.018777	0.045777	0.049777	0.031777	0.000777	0.0077777	0.000
1600 2	0.013	0.145777	0.004777	0.137777	0.010777	0.120777	0.143777
BLD 3	-0.077***	-0.145***	-0.094	0.12/***	-0.210***	-0.139***	-0.142
BLD 4	-0.123	-0.166****	-0.14/***	0.184	-0.270***	-0.180***	-0.170***
BLD 6	0.257	0.025	-0.064*	0.061	-0.142	0.026	-0.062
BLD 7	0.060	0.125	0.133777	0.150777	0.100777	-0.078****	0.1337
1500 8	0.300777	0.120777	0.0077777	0.00611	0.048777	0.000777	0.001
isco y	0.209	0.129	0.097	0.000	-0.048	0.009	-0.001
Read exected	0.050777	0.045777	0.043777				
TOWN CONTRACT	0.030	0.045	0.043				
Elementaria							
ramegaeus NACE C							
NACE D	0.001	0.110777	0.077888	0.000	0.007888	0.000111	0.313777
NACE DUE	0.001	0.03088	0.0777	0.038888	0.207	0.000	0.010
NACED	0.076	0.020	0.039	0.015777	0.017	0.000111	0.010
NACE C	0.017	0.038	0.019	0.015	0.022	0.009777	0.015
NACE IIII	0.037	0.002	0.028	-0.005	0.023	0.041777	0.025
NACE I	0.048	0.007	0.132	0.010	0.01311	0.041	0.045
NACE I	0.019	-0.007	0.015	0.010	0.013	0.000	0.028
NACE LAND	0.030888	0.193	0.255	0.026	0.036111	0.050	0.019
NACE CONTRACTOR	0.070	0.014	0.004	0.008	0.038	0.056	0.044
NACED	0.002	0.044	0.030	0.104	0.076	0.138	0.030888
NACEO	0.101***	0.090***	0.075***	0.077***	0.129***	0.090***	0.070
NACE BAS	0.004	-0.010	0.012*	0.002***	0.049***	-0.072***	0.079***
reference: private ownership of a firm	-0.004	-0.010	0.013	0.004	-0.040	-0.073	-0.074
public ownership of a firm	0.027***	0.060777	0.022777	0 121***	0.119777	0.094***	0.050***
pooric ownership of a firm	0.03/	0.060	0.033	0.151	0.118	0.001111	0.003111
tenure: less than 2 years (share)	-0.016	0.036	0.029	0.109	0.155	0.051	0.083
tertion education (chase)	0.146***	0.152***	0.004777	0.204***	0.106***	0.166***	0.152***
tercary education (share)	0.146	0.152	0.054	0.0003888	0.196	0.106	0.155
termane (snare)	0.002	0.075	0.067	0.083	0.054	0.065	0.027
Constant.	0.251	100.000	443.000	630.101	C20 704	667.067	0.134
Deservations	114/020	108,903	112,569	0.100	0.103	007,963	107,999
n-squared	v.161	0.183	0.134	 0.199	u.185	0.182	0.1/0

in the distribution of the rearrange on variance of revenalized for bourly seases in a given country in a given year. Diversed servels does not include the ten 0.1% and

In the dottribution of the regression on variance or normalized tog hourly wages in a given country in the bottom O1% hourly wages. For the detailed explanation of ISCD and NACE codes see Table 77. \* p+0.1, \*\* p+0.05 \*\*\*p=0.01

Data: European Structure of Earnings Survey

# RIF results: LT and LV

	٠
•	•

		Lithuan	1.2			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***	0.033***	0.000
secondary education	-0.010**	-0.001	-0.043***	-0.020*	-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							
15CO 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***	0.047***
ISCO 8	-0.031***	-0.058***	-0.157***	-0.110***	-0.038***	-0.063***	-0.057***
ISCO 9	0.085***	0.118***	0.150***	0.091***	0.124***	0.085***	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***
NACEL	0.072***	0.054***	-0.030	0.020	0.067***	0.014*	-0.034***
NACE K	0.260***	0.300***	0.212***	0.217***	0.285***	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***	-0.147***	-0.061***	-0.075***
tenure: less than 2 years (share)	0.052***	0.063***	0.048***	0.001	0.077***	0.059***	0.020***
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 Recent	tered influence i	unction regress	ion (Firpa18). T	he coefficients measu	re the impact of a	n infinitesimal sh	ift to the right
in the distribution of the regression on variance.	of normalized to	e bourb sames	in a plan count	ry in a sharp year. This	when a service does	and include the	top 0.1% and

In the dottribution of the regression on variance of normalized tig nounly wages in a given country is the bottom 0.1% hourly wages. For the detailed explanation of ISCD and NACS codes see Table 77. \* p+0.1, \* p+0.05 \*\*\*p+0.01

Data: European Structure of Earnings Survey

# RIF results: HU

	•
•	•

	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***
ISCD 4	-0.124***	-0.117***	-0.089***
ISCD 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***	-0.035***
NACE H+J	0.048***	0.046***	0.044***
NACE I	-0.017***	-0.101***	-0.100***
NACE K	0.223***	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 Recei	ntered influence	Function regression	on (Firpo18). The coefficients measure the impact of an infinitesimal shift to the right
in the distribution of the regressors on variance	e of normalized lo	g hourly wages in	a given country in a given year. Trimmed sample does not include the top 0.1% and

In the dottribution of the regression on variance of normalized tig nounly wages in a given country is the bottom 0.1% hourly wages. For the detailed explanation of ISCD and NACS codes see Table 77. \* p+0.1, \* p+0.05 \*\*\*p+0.01

Data: European Structure of Earnings Survey

Hungary

# Blinder-Oaxaca results: BG and RO

	•
•	•

	E	tulgaria			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***	0.020***	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***	0.005***	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***	-0.005***	0.001***
15CD 8	0.002***	-0.008***	0.001***	0.005***	-0.007***	0.002***
15CD 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 paults of the Binder Orac	a decomposition o	f changes in varia	are of normalised le	at hour he wanted he have	in 2005 and 2014	haved on the DE
regression results from Table 77. Trimmed samp	le does not include	the top 0.1% and	the bottom 0.1% ho	urly waters. For the de	tailed explanation	of ISCO and NACE

# Blinder-Oaxaca results: CZ and SK

	٠
•	٠

individual effects reference: primary education tertiary education secondary education reference: under 30 years old 30-49 years old 20 years old or more	0.006*** 0.001*** 0.002***	-0.012*** -0.009***	-0.003***	Endowments	Coefficients	Interaction
Individual effects reference: primary education tertiary education secondary education reference: under 30 years old 30-49 years old 50 years old or more	0.006*** 0.001***	-0.012***	-0.003***	0.005***		
reference: primary education tartiary education secondary education reference: under 30 years old 30-49 years old 50 years old or more	0.006**** 0.001**** 0.002****	-0.012*** -0.009***	-0.003***	0.005***		
tertiary education secondary education reference: under 30 years old 30-49 years old 50 years old or more	0.006*** 0.001*** 0.002***	-0.012***	-0.003***	0.005***		
secondary education reference: under 30 years old 30-49 years old 50 years old or more	0.001***	-0.009***			-0.011***	-0.005***
reference: under 30 years old 30-49 years old 50 years old or more	0.002***		0.000***	0.009***	0.012***	-0.001***
30-49 years old 50 years old or more	0.002***					
50 years old or more		0.010***	0.001***	-0.001***	0.016***	-0.000***
	-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	-0.005***	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***
I5CD 4	-0.001***	-0.003***	-0.000***	-0.002***	0.001***	0.000***
15CD 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***
1500.8	-0.001***	-0.002***	-0.000***	-0.000***	0.008***	0.000777
1500.9	-0.000***	0.002***	-0.000***	-0.000**	0.005***	0.001***
reference: nermanant contract						
fined contract	0.001***	0.007***	.0.002***	0.000	0.000*	0.000*
Econ effects						
reference: NACE C						
NACEB	0.000777	0.000777	0.000777	0.000777	0.001***	0.000777
NACEDIE	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***
NACEG	0.000777	0.002***	0.000***	-0.000***	0.000	0.000
NACENAL	0.001***	0.001***	0.000***	0.001***	0.005***	0.002***
NACEL	0.000***	0.001***	0.000***	-0.000***	0.000***	0.000***
NACEY	0.001***	0.002***	0.000***	0.001***	0.001***	0.000***
NACELAMAN	0.000***	0.001***	0.000***	0.001***	-0.000*	0.000*
NICEO	0.000***	0.002***	0.000***	-0.001***	0.000	0.000
NACED	-0.000	0.006***	-0.000	-0.003***	0.002***	0.001777
NICEO	0.000777	0.001***	0.000777	0.000777	0.004***	0.001***
NACERAS	0.000***	0.001***	0.000***	0.001***	0.001***	0.000***
reference: private ownership of a firm	0.000	-0.001	0.000	0.001	0.001	-0.000
reperence: private ownership by a jirm	0.001111	0.001111	0.000777	0.001888	0.0007888	0.000444
tonum lass than 2 years (share)	0.000***	0.012***	0.001***	0.004***	0.039***	0.005***
see 50 years or more (share)	0.002***	0.017***	0.001***	-0.011***	0.036***	0.005***
age. So years to could (MMP)	0.000	0.002	0.001111	0.004888	0.0.0	0.0007888
terrular y education (share)	0.006	0.003***	0.001	0.024	-0.016	-0.005***
HITTIALM (STURIE)	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***	0.042***	0.014***
Observations	0.040	4.062.945	-0.00	0.047	1 524 467	-ward
Contrast values of		-,004,043			A,JJJ4,407	

# Blinder-Oaxaca results: EE and PL

	•
•	•

Inducement         Configure to structure         Inducement         Configure to structure           Interface         0000***         0.000****         0.000****         0.000***         0.000****         0.000****         0.000****         0.000****         0.000****         0.000****         0.000****         0.000****         0.000****         0.000****         0.000*****         0.000****         0.000*****         0.000****         0.00
Bindback dystr. (Money primate and any (Money primate and any primate any primeter any primany primeter any primeter any primany primeter any pri
Inference private planation         0.000         0.000         0.000***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***         0.001***
interpreduction         0.002***         0.000         0.007***         0.002***         0.007***
subscripting statution         0.000****         0.000***         0.000*
influence and biogen and biogenerations biogen and influence marks         0.001***
3.54 by send if
Speara da maio         0.003***         0.002***         0.001***         0.002***         0.001****         0.001***         0.001***
Independent meller         Internet
Tende         0.011***         0.021**         0.021*** <th0.021***< th=""> <th0.021***< th=""> <th0.< td=""></th0.<></th0.021***<></th0.021***<>
Instrume 14 years         Oats         Oats         Oats         Oats         Oats         Oats           terms 14 years         0.001         0.002         0.001         0.000*********************************
Instrum         4 years         0.001         0.020         4.020
Instruct 5 system         -0.000         -0.007**         0.000         -0.007**         -0.001         -0.007**         -0.001         -0.007**         -0.001         -0.001**         -0.001**         -0.001**         -0.001**         -0.001**         -0.001**         -0.001**         -0.001**         -0.001***         0.001***
Internet Brance         -0.000         -0.000         -0.000         -0.000         -0.000         -0.000***         0.000****         0.000***         0.000***
opportune (CO 2)         -toport
DOD         DOD***         DOD***         DOD***         DOD***         DOD***         DOD***         DOD***         DOD****         DOD*****         DOD*****         DOD****         DOD*****         DOD*****         DOD*****         DOD*******         DOD**********         DOD**************         DOD***********************************
100.1         0.001*** <t< td=""></t<>
DOIS         DOIS***         DOIS**** <thdois****< th="">         DOIS****         <th< td=""></th<></thdois****<>
DDD         DDD***         DD****         DD****         DD****         DD****         DD****         DD****         DD****         DD****         DD****         DD*****         DD*****         DD*****         DD*****         DD*****         DD*****         DD**
0.001         0.007****         0.007****         0.007***
1000         0001***         000***         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00****         00*****         00*****         0*****         0*****
1001         0.01***         0.00***         0.00****         0.00****         0.00*** <td< td=""></td<>
NC01         0.001****         0.001****         0.001****         0.001****         0.001*****         0.001*****         0.001******
1003 0 0001*** 0.011*** 0.0001****
nference: parmanent contract field contract
field contract -0.001*** -0.000 0.000 Fam glices: MACE - 0.000 0.001*** 0.000*** 0.000*** 0.000
Film effects reference: IARE C MARCE 0.0000.0001111.0000111.0000111.0000111.0000111.0000
Firm effects reference: NACE C MACE 0.0000.0001111.00001111.00001111.00001111.00001111.0000.0000.0000.0000.0000.0000.0000
reference: NACE C
NACE 8 0.000 0.001*** 0.000*** 0.000*** 0.000
0.000 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*** 0.000***
NACE H+J 0.001*** 0.001*** 0.001*** 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
NACE 0 0.001*** 0.005*** 0.001*** 0.000*** 0.000*** 0.000***
NACE 8
Terra esta adapte esta esta esta esta esta esta esta es
nybic operation of a firm 0.001*** 0.001 0.000 0.002*** 0.000*** 0.000***
public ownership of a firm 0.001 ··· 0.001 ··· 0.001 ··· 0.001 ··· 0.003 ··· 0.003 ··· 0.003 ··· 0.003 ··· 0.003 ··· 0.003 ··· 0.001 ··· 0.003 ··· 0.001 ··· 0.003 ··· 0.001 ··· 0.003 ··· 0.001 ··· 0.003 ··· 0.001 ··· 0.003 ··· 0.001 ··· 0.003 ···
Density in a many intervention of the second
age: bu years or more (share) -0.003 ··· 0.001 ··· 0.001 ··· 0.005 ··· 0.003 ···
tertary education (share) -0.010*** -0.018*** 0.004*** -0.013*** -0.013*** -0.004***
temate (share) 0.000 0.000*** -0.027*** -0.000***
.0.040*** .0.091***
0.002*** 0.010*** 0.005*** 0.052*** 0.014***
Discryptions 277.225 1347.783

uses represent the neutral of the sender-cusaca secomposition or charges in variance of normalized log fourly wages between 2006 and 2004 based on the Nonetworkion results from Tuble 77. Trimmed uample does not include the top 0.01% and the bottom 0.1% hourky wages. For the detailed evolution of ISCO and NACE

# Blinder-Oaxaca results: LT and LV

	•
•	•

	Lithuansa				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***	-0.005***	-0.000***		
tenure: 10 years or more	0.003***	-0.012***	-0.003***	0.002***	-0.007***	-0.002***		
reference: ISCO 5								
15CO 1	-0.012***	0.020***	-0.008***	-0.003***	0.000	-0.000		
15CD 2	-0.004***	0.003	0.001	0.000	0.002	0.000		
15CD 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								
field contract	0.001***	0.002***	0.002***	0.001***	0.007***	0.001777		
Econ effects								
reference: NACE C								
NACEB	-0.000	-0.000**	0.000	-0.000***	0.000***	0.000**		
NACE DAE	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 HAL	0.002***	.0.000	.0.000	0.002***	0.002***	0.001***		
NACEL	0.001***	-0.00177	0.001**	0.000	0.002***	-0.000		
NACEY	-0.000	0.001***	0.000	-0.001***	0.001***	0.000777		
NACELAMAN	-0.000	0.002***	0.000777	-0.000***	0.005***	0.000***		
NICEO	0.002***	0.007***	0.002***	0.001***	0.011***	0.002***		
NACED	0.000	0.004**	0.000*	0.000	0.021***	0.002***		
NICEO	0.002***	0.002	0.001	0.001777	0.002***	0.000***		
NACE BAS	0.000***	-0.002**	0.001**	0.000	0.004***	0.002***		
reference: private ownership of a firm	0.000	-0.002	0.001	-0.000	-0.004	0.004		
replication, private orientation of a firm	0.010888	0.004	0.001	0.004888	0.031888	0.0003888		
topues, loss than 2 waars (share)	0.005***	0.009	0.005***	0.005***	0.026***	0.004***		
centure: less chart 2 years (share)	0.000	0.028	0.003	-0.005	0.026	0.004		
age: SU years or more (share)	0.003	0.007	0.002	-0.009	0.008	0.001		
terrolary education (share)	0.033***	-0.020***	0.000	0.030***	0.018***	0.000		
retriane (second)	0.000**	0.014**	0.001**	-0.000****	-0.005	-0.000		
constant		0.019			0.115***			
Automation and a second s	0.033888	0.018	0.031888	0.000444	0.103888	0.000		
Observations	0.022	145.031	-0.021	0.050	435 443	0.000		
Oberwijons		140,971			440,412			
Table represent the results of the Binder-Oaxaca decomposition of changes in variance of normalized log hourly wages between 2006 and 2014 based on the RF maximum results from Table 22. Three and users is done and include the trop 0.1% hours assess. For the detailed applications of ECO and NACE								

# Blinder-Oaxaca results: HU

	•
•	•

			nungary	
	Endowments	Coefficients		Interaction
individual effects				
reference: primary education				
tertiary education	0.011***	-0.031***		-0.005***
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***
15CO 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
NACEI	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			1.446.100	