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FACULTY OF ECONOMICS AND BUSINESS ADMINISTRATION

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Bachelor Thesis

IS THERE A GLASS CEILING IN LITHUANIA?

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TABLE OF CONTENTS

INTRODUCTION

The relevance of the topic and the problem

Equality's importance in democratic counties lies on the basis of philosophical ideas which naturally transfers itself into the economy. Lithuania is a member state of the European Union (EU) since 2004 thus, the ideological values represented by the EU are accepted and supported in this country as well. Lithuania has started the implementation of the union's standards of gender equality, by legally binding contracts and laws. In addition, the members are constantly monitored on enforcing the laws, though not much research has been done on certain aspects of equality in Lithuania. One of such research areas is the glass ceiling effect. Mostly, scientific investigations include Lithuania in cross-county analyses of economic inequality indicators, if research is conducted on a local scale it focuses on more general measures of inequality in the economy. As a result, the current literature lacks in depth analysis of the glass ceiling effect manifestation in the Lithuanian labour market.

The glass ceiling effect by definition refers to the invisible ceiling, which is particularly difficult for women to cross, in terms of earnings. This is stifling women's ambition and potential in the labour market. Nearly every developed, or developing country has a reliable research done on this effect, while for Lithuania this is not the case. The cross-country studies conducted by foreign scientists confirm the primary assumption that the glass ceiling was present in Lithuania in 2007 (Christofides et al., 2013). As the existence of the glass ceiling effect in more recent years is unknown, I decided to choose this topic for my thesis.

The aim and the objectives of the work

In this thesis I aim to identify weather there is a glass ceiling effect in the years of 2015 and 2019 and try to find which labour characteristics explain the gender gap throughout the log wage distribution as well as understand the economic reasoning behind the determinants of the wage gap. I seek to evaluate the effect of gender, age, education, industry of employment and occupation on wage distribution. I will be assessing both the general and average effects, observe the dynamics throughout the wage distribution, and compare them in 2015 and 2019.

Methods used

Using ordinary least squares (OLS) although beneficial in many cases, cannot give the full image for a distribution, which is a vital part of this analysis- to look at the gender gap and estimate other variables marginal effect on the dependant variable at different stages (percentiles) of the wage dispersion in attempt to identify and explain glass ceiling. I will also be using quantile regressions results to focus on percentiles in the wage distributions where the estimated effect turns, and what such changes could imply in terms of wages The methodology I chose for this thesis is quantile regression (Koenker and Bassett, 1978). The methodology is adapted from Albrecht et al. as this thesis' is also conducted using quantile regressions. Following Albrecht et al. (2003) techniques.

In section 1 of this thesis, I discuss and analyse relevant literature, that contributes to this thesis methodology or adds context to the analysed issues. Reviewing the literature also helps to build a better understanding of the dynamics of the glass ceiling effect under different circumstances Section 2 contains calculations of various descriptive statistics to provide the general view of the data that will be used in the analysis, it also reflects on the equality in the tested years. In section 3 I provide in depth definition of the methodology of this paper, for which the results are described, interpreted, and commented in section 4. Finally, I conclude the obtained results and provide recommendations for future policy implications in the conclusions and recommendations section.

2. LITERATURE REVIEW

In this section, I will review and analyse recent relevant research on the glass ceiling effect as well as the gender wage gap and gender inequality in the labour market contributing details on and beyond this thesis research scope to accord context to the main topic of discussion which was important in choosing a path for empirical testing conducted in section 3. The research considered is both cross-country and local analyses of the glass ceiling and gender gap, focusing on, counties with most similar characteristics, though not limited by it. Discussed research is employed to get a general understanding of such studies internationally, especially due to lack of research for the particular extent of Lithuania. The main objective is to examine previous theoretical and empirical models to convey an uttermost precise representation of current investigation into the phenomenon of the glass ceiling and gender gap generally, assess and compare discussed work's accuracy, scope, and reliability in the context of the world and in Lithuania's case.

The gender pay gap has been under thorough investigation by scientists for several decades which provides stable fundamentals for research, useful for others since it remains an actively researched topic. The methodologies largely are Quantile regression (Machado, J. A. F., & Mata, J.,2005, Albrecht et al. 2003, García et al., 2001, De la Rica et al.,2007) and decomposition of gross (unadjusted) wage differentials into discrimination and productivity components (The Oaxaca-Ransom decompositions) (Oaxaca, R. L., & Ransom, M. R., 1994), Christofides et al. (2013)),

Research papers often emphasize women's performance in the labour market. This is due to a burden of issues coming from social constructs around male and female genders driving lower female labour market participation stemming from restricted access to employment or incentives to limit participation to complete domestic duties or care of family members (this includes children and other family members often elderly or disabled), inequality in pay, underrepresentation, and social exclusion among older women.[1](Prieto-Rodríguez, J., & Rodríguez-Gutiérrez, C., 2003, Cipollone et al. ., 2014)

[1] Such reasoning for women's poorer position in the labour market are reported by the European commission at („Women's situation in the labour market" https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/women-labour-market-work-life-balance/womens-situation-labour-market_en)

In addition to all the aforementioned obstacles women face while entering or participating in the job market an American diversity advocate, writer Marilyn Loden introduced the term "Glass ceiling" in her speech to British Broadcasting Corporation (BBC) on series "100 women" in 1978. The speech focused on gender roles and prejudice in the workplace. Glass ceiling effect is now a part of economic inequality studies about labour market inequality via restraining certain social groups (racial or cultural minorities, etc., though is most often referring to women) from getting promoted or hired at well-paid managerial or executive positions. In other words: "By a glass ceiling, we mean the phenomenon whereby women do quite well in the labor market up to a point after which there is an effective limit on their prospects" (Albrecht, J., Björklund, A., & Vroman, S. (2003)). Such definition of the glass ceiling phenomenon could be considered a classic one, which in the quoted paper was expanded to include wages, not only occupations, broadening the lookout for gender inequality.

Albrecht, J., Björklund, A., & Vroman, S. (2003) paper "Is There a Glass Ceiling in Sweden?" is closely followed throughout this thesis with respect to the research question and methodology. Albrecht et al. (2003) use two data sets of national-level micro data of approximately three hundred thousand people including observations on monthly earnings, education level, working hours, occupation, sector, schooling, work experience, tenure, demographic characteristics, etc. then execute quantile regressions with control variable for gender, age, education level, the field of education, sector, industry, and occupation. They then interpret the results attempting to indicate which control variables best explain the gender wage gap and the glass ceiling effect in Sweden. After, they execute decompositions: "we use quantile regression techniques to decompose the difference between the male and female log wage distributions into a component that is due to differences in labor market characteristics between the genders and a component that is due to differences in the rewards that the two genders receive for their labor market characteristics" – Albrecht et al. (2003) their decomposition is following the example of Oaxaca-Blinder technique with minor adjustments. Such decompositions allow them to investigate deeper, examine differences in labour characteristics for both sexes beyond the Pooled quantile regressions, and gain a better understanding of the reasons and origins of the gender wage gap and the glass ceiling effect. In primary results they observe that the gender gap in Sweden is explained by controlling for industry and occupation. In the second, more in depth approach they find that the rewards are the causes of the glass ceiling effect in Sweden.

Investigation into the effect in "Gender Wage Gaps, 'Sticky Floors' and 'Glass Ceilings' in Europe" by researchers Louis N. Christofides, Alexandros Polycarpou, and Konstantinos Vrachimis is also important for this thesis. This is owing to the usage of the same European union statistics on income and living conditions (EU-SILC) data set, and the fact that Lithuania is included among 26 other European countries in this attempt to understand the gender wage gap differences. This paper introduces three methods to look at the inequality issues: the Oaxaca-Ransom decompositions, quantile decompositions of the gender wage gap, and work-family reconciliation policies. They find that a greater part of the gap cannot be explained by characteristics available in the used data set, though in quantile regression results they observe that the gender wage gap for the majority of countries is wider at the top and/or at the bottom of the wage distribution, indicating the existence of sticky floors or glass ceilings, though they do not go into detailed analysis for each country as they indicate that " The size and variation of the unexplained gender wage gap and the tremendous variation there exists across countries is a puzzle with tremendous policy dimensions, particularly in a political union where similar values are being promoted". Concerning the work-family reconciliation policies, researchers report the positive effect of liberal policies hold at the top of the wage distribution, but not at the bottom.

The glass ceiling effect in Germany is investigated in Collischon, M. (2018). Researcher employs conditional quantile regression method, to investigate differences between men and women at the top of the distribution. This paper uses a subsample of 282,326 observations and obtain their standard errors by bootstrapping (50 bootstrap repetitions are used). Researcher raises questions similar questions to the previous discussed research. The researcher is interested in investigating the glass ceiling effect in three ways: first, "glass ceilings in conditional wage distributions, which compare men and women in conditional distributions who share the same characteristics in covariates" -Collischon, M. (2018), second, „glass ceilings in unconditional wage distributions, thus comparing high-wage men to high-wage women, and"- Collischon, M. (2018), and third, "glass ceilings if men had women's returns to their characteristics and vice versa. The results show a robust glass ceiling effect in all estimations that remains when controlling for human capital and job characteristics and becomes."- Collischon, M. (2018). These methods are similar to Albrecht et al. (2003) methods, as at first the researcher controls all characteristics that are available in the data, and observes, which are explaining the gender gap, and what effect the control has of the glass ceiling effect, which is possible due to the construction of the quantile regression, as separate parts can be investigated at one time. Decompositions of quantile regression are done to distinguish the impact of different effects on the wage gap. And finally, counterfactual decompositions show how results change is the rewards for the labour

market characteristics are switched. This paper finds that, there is a glass ceiling in Germany, though cannot fully explain it by labour characteristics. Research indicates smaller yet still present glass ceiling effect in the eastern part of the country, finds a glass ceiling in the public sector. Though, some limitations are also noted. The data set used only includes with firms no less than 10 employees, variables on experience in the labour market are not detailed to preferable extent, and there is no accountancy for maternal leave.

Biagetti and Scicchitano (2011) investigate the gender wage gap among people in managerial positions in Italy. The researchers employ a quantile regression methodology to determine whether the wage distribution in Italy has evidence of both the sticky floor and glass ceiling effects. Using the EU-SILC data for 3064 individuals observed in 2007, the researchers estimate the effect of such conditions as citizenship, marital status, education, work experience, etc. on the log gross hourly wage. The results obtained by the authors show that even after controlling the model for human and labour market characteristics, women exhibit a tendency to earn less than men. Finally, they form the wage gap distribution plot along quantiles using the estimated coefficients from the quantile regression model and observe, that the distribution is U-shaped, implying that the effects of both the sticky floor and glass ceiling are present in the distribution. Finally, the researchers speculate that the cause of such gender wage inequality could be both the tendency for women to choose family over career, especially in the lower end of the distribution, and the possible gender stereotypes among supervisory positions.

Investigating the effect for Korea, are researchers Joonmo Cho, Tai Lee, and Hanna Jung in their work “Glass ceiling in a stratified labour market: Evidence from Korea”, (2014). The research is conducted using quantile regression and wage decomposition methods and counterfactual decompositions, which are primarily used in such works. In Cho, (2014), researchers include more detailed characteristics than usual research contains and analyses more in depth. They account for several measures of firm sizes, regularity of employment, detailed education level, industries, as well as trade union presence, etc. the research takes the labour market structure into account and finds that it has a major impact gender wage gap. The inclusion of market structure is rather important since then it allows them to draw unique conclusions: “policies targeting the improvement of female working conditions in the peripheral labor market, rather than in the overall labor market, may alleviate the glass ceiling effect caused by the dualism regarding the structure of the labor market and gender discrimination”- Cho (2014). However, the methodology has some limitations as well. This paper does not account for selection bias, which is an important issue.

Having analysed the relevant literature on the glass ceiling effect and gender wage gap in general, both on cross-country and national level. I form the conclusion that best methodological approach to investigate the gender gap throughout the wage distribution and observe the glass ceiling is quantile regression. In addition, I have seen what basic labour characteristics are most important to build a model that is able to explain the gender wage gap, and test for glass ceilings manifestation, how the results should be interpreted and what it offers as major inferences on the general labour market situation.

2. DATA

2.1. Data set

European Union statistics on income and living conditions (EU-SILC) data are annually conducted survey data, collected independently by each country's national statistics departments (or equivalent authorities) sets for European Statistical Office (Eurostat). Local officials executing the survey follow common methodological guidelines, which are not changed or updated drastically year by year, producing uniformly collected data sets from EU and volunteered countries that can be used for comparison analysis. EU-SILC annual data set for Lithuania contains over eleven thousand observations and more than seventy-seven variables on individual characteristics like age, sex, education, marital status, childcare details, and personal general health. Employment-related variables are participation in labour market, number of months in employment in last year, employment status, occupation, industry, the reason for working less than thirty hours, firm size, supervisory occupation, tenure, etc. Also, the data set includes variables on annual income and any other financial gains and benefits received. EU-SILC household data consists of households made up of people who are included in EU-SILC persons data set. This complements the personal profiles of respondents with characteristics detailed in household data by addition of variables about parenthood, children, automobile, and other ownership of items as well as utilities and how affordable it is as well as other related details defining financial wellbeing of the household. Detailed lists with variable names, descriptions, codes and variants for both personal and household data sets can be found in Appendix. To link the information children with persons in personal data set household and personal data sets were joined as the amount of data about children and parental status in the personal data set was insufficient for analysis. For this thesis data for 2019 and 2015 were chosen to produce “snapshot” results in several years and to give insights into the dynamics of the effect over time. Taking into consideration a relatively long period of time between 2015 and 2019 slight changes were made in terms of contents and presentation of data sets: different expression of variable codes and variable addition (some variables are not present in older data and vice-versa), some adaptations were needed, for instance, variables expression in decimal system transformed to presentation in hundreds to match later data, though that does not impact the study results in this thesis.

2.1.1. Data set limitations

Data sets and their shortcomings are very similar to Albrecht et al. (2003). In Lithuania there is a shortage of free accessible data sets that can be used to investigate such matter, therefore European union statistics on income and living conditions (EU-SILC) data sets were chosen which contain all the observations listed as present in Albrecht et al. used LINDA (Longitudinal Individual Data Base) and SLLS (Swedish Level of Living Surveys) data, while in both this thesis and Albrecht et al. (2003) work, data of education and actual work experience exact observations are missing in some of the sets and the issues with low but yet sufficient respondents count in survey type of data.

With EU-SILC data I cannot replicate certain parts of Albrecht et al. (2003) research, which is my methodological ground. I cannot use Sector and Industry variables in a regression together due to the singularity problem, because the data set contains only one variable referring to both (variable code in data: PL111) since it is based on NACE rev.2. NACE refers to clusters of sectors by letters, which I refer to as industries, and to sectors by numbers. So, if I would like to use Sector and Industry variables it is impossible with EU-SILC data, and since it is depersonalized, I also cannot join it with any other data sets. Another issue is with how this data set provides information about children. The variable Child that I created is in binary form, and it is assigned 1 if I can find any indications in other variables that there are underaged individuals within the household. It is mainly through money movements, so if a child younger than 16 has earned any income it is presented in the data, also in a person is paying alimony, or most importantly if a person is receiving benefits from the government for a minor. The latter indication is very important due to the fact that I the time period between 2015 and 2019 parliament passed a new law that everyone raising an underaged child or the child is over 18 but still in school, is eligible for a benefit of so-called ‘children money’. This can also explain the discrepancy in the observations of parents in 2015 and 2019 data.

2.2. Working sample

For all analysis measures, I generated an intermediate working sample from personal and household data sets, joining them by primary key- Personal IDs of the respondents. It consists of full-time-full-year workers (this also omits respondents who are too young or already in retirement), who has worked for the last twelve months uninterruptedly (not including annual paid

or unpaid leave, “Mother” or “Father” days, and other similar absences which are not held as unemployment) and are not self-employed and/or family workers and have self-reported status of ‘full-time’ employee. Disregarding people whose income comes from self-employment or partially owned businesses, working part-time due to other reasons, or seeking higher education and any other sources rather than sustained full-time employment makes the sample more consistent. In the end, such filtering of the data provides a sample of 4715 observations for 2019 and 4152 for 2015 of full-time employees of both sexes. In further description of the analysis, this sample will be used unless noted otherwise. Table 1 summarizes sample means for the latter, which I later discuss in later sections.

Table 1

	EU-SILC 2015		EU-SILC 2019	
	Men	Women	Men	Women
WAGE	1.3110779	1.2060323	1.6830531	1.5164428
P90P10	3.2981191	3.3322674	2.4809494	2.4242321
P90P50	1.5685395	1.6863695	1.4453148	1.4947975
P50P10	2.1026688	1.9760007	1.7165461	1.6217797
AGE	44.9204195	46.5545455	46.2775385	47.2796610
AGESQ	21.5169278	22.6829091	22.7927569	23.5618495
YILB	24.8821715	26.1284091	26.1372308	26.6769691
PRIVATE	0.9346083	0.9193182	0.9181538	0.9127617
CHILD	0.1036397	0.0772727	0.3821538	0.3624128

EU-SILC- European Union statistics on income and living conditions survey

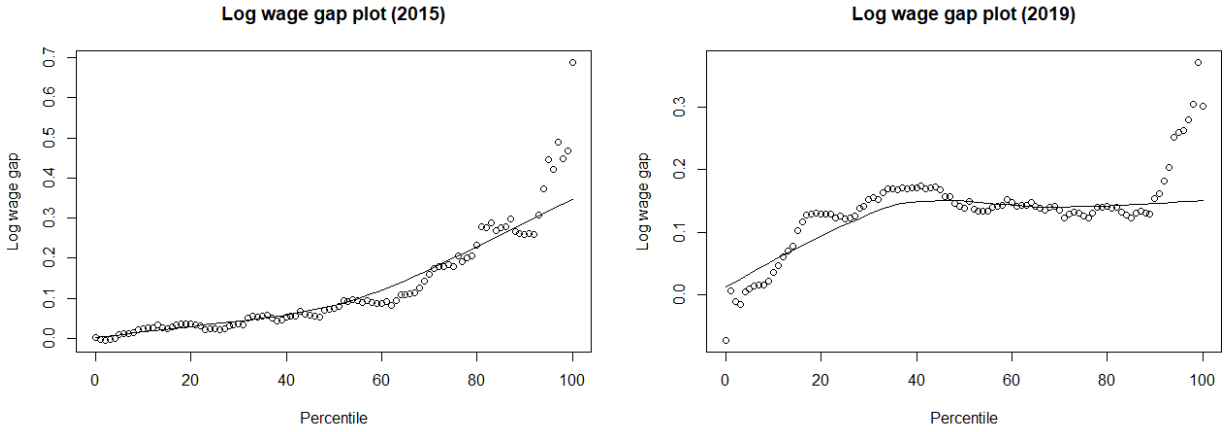
In these following subsections, I attempt to give an overview of the working sample, computing various descriptive statistics in order to get a clearer picture of the dynamics in selected years. As well as, subsampling to investigate the effects of labour characteristics on gender inequality. Numbers of observations for subsamples, average log wages, and average log wage gaps for each of the subsections can be found in tables 2 and 3 at the end of section 2.

2.3. Average gender wage gap

Comparison reveals that the gender pay gap calculated as the difference between male and female respondents' average log hourly wage in nominal terms has grown from 14.55% in 2015 to 16.68% in 2019. Figures 1 and 2 portray the observed gender gaps graphical representation at every percentile of the earnings distribution. Accounting for the fact that graphs are cantered by extreme values change in the average log wage gap can be seen visually examining the graphs as well. Looking at points where the log wage gap 2019 curve lies above the 2015 curve, I observe

the concave pattern in the 2019 curve below the median which lies largely above the log wage curve for 2015, then falls lower than the average log wage gap in 2015. Directing my attention to the steep growth of the gender gap at the top of the distribution places the glass ceiling slightly above the ninetieth percentile in both 2015 and 2019. Though the patterns of the curves are very different and the 2015 curve demonstrates significant growth from the sixtieth to the ninetieth percentile. These dynamics motivate the overall average of the wage dispersion in 2019 to be bigger than in 2015.

Figures 1 & 2



2.4. Average gender wage gap in supervisory positions

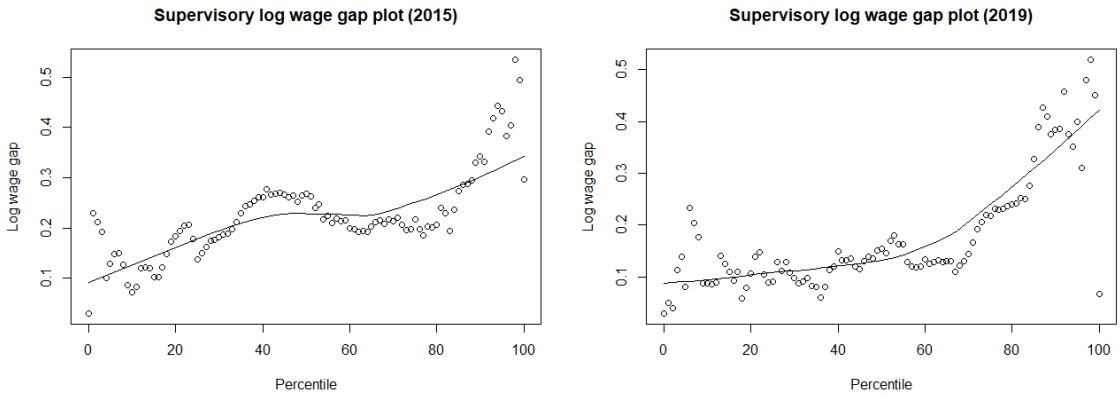
I have also investigated inequality in supervisory positions on the premise of occupational inequality, which means that women are not given promotions to managerial-supervisory positions and/or are paid less for the same job. Quantitatively the proportions in observations of men versus women supervisors, suggest that in 2019 53.06% of supervisors were men which implies that women are not withheld from leadership positions, thus the data does not suggest the existence of a glass ceiling in terms of occupations. Figure 4 plots the 2019 average gender wage gap for individuals in managerial positions. The general trend is fluctuant in the first three deciles and the top two, though there is evidence to support that at around eighty-fifth decile there is a glass ceiling for women in supervisory positions. The average gender wage gap for this case is 18.04%. In 2015 the proportions of genders in leadership positions are also near gender parity, where men make up 52.17% of total supervisors. The average gender log wage gap in 2015 is 16.44% and is illustrated in Figure 3 where the glass ceiling effect occurs marginally below the eightieth percentile.

Altogether the glass ceiling in wages for female supervisory employees is at a lower percentile relative to the situation in the overall labour market. The glass ceiling for full-time full-

year workers overall (subsection 2.3) is at around the ninetieth percentile while for supervisors it is roughly five to ten percentiles lower in the wage distribution.

Looking at the gender gap spatially, rural, or urban areas of living does not seem to have a major effect as in 2015 average gender gap in urban areas was 16.63% and in rural areas 14.80%, and in 2019 the gap was 15.85% in rural and 17.87% in urban areas.

Figures 3 & 4



2.5. Private-Public sectors

The private sector of employment as reported in Table 1 is the choice for most of the population, keeping the indicator rather stable over 90% through the tested period. Though taking a look at gender employment in the public versus private sector discloses approximately equal proportions of sexes. Women constitute 50.72% to 53.91% of employees in the private sector and 56.47% to 56.99% in the public service which actively demonstrates that these are near gender equality results, and women are employed in the public sector as much as men. Although looking at pay gaps within the sectors it is clear that separation in pay grade is present, in 2019 average gender pay gap stood at 18.03% in the private sector and the same measure was at 17.06% in the public sector. In 2015 the data indicates the private sector average gender pay gap to be at 14.93% and 5% in the public sector. Such fluctuations in the results of the public sector can be partially explained by sampling, since the total number of observations for, reaching only 10.16% of respondents in 2019 and indexation policies in effect on the salary of governmental employees, officers, and officials which were made after the great recession cuts.

2.6. Education

Moreover, looking at separate aggregated groups of the level of education suggests the tendency of men being less educated. Created aggregations are Highschool dropouts, Highschool graduates and higher education group which consists of graduated individuals and those who left higher education after completing a part of it[2]. In 2019 data shows that 66.98% of men and 79.24% of women respondents fall into the higher education group, 24.67% of men and 16.42% of women do not seek higher education after high school graduation, 8.35% of men and 4.33% of women in the survey state to have dropped out of school. Calculating the same statistics for 2015 reveals that 64.53% of men and 78.09% of women chose to seek higher education, 31.40% of men and 20.10% of women stop their education after graduating school while 4.07% of males and 1.9% of females failed to complete higher secondary education (12 grades in Lithuania). Looking at such proportions I observe that men are more likely to become high school dropouts and are more likely to seek no further education after high school. The difference between men and women in higher education lets me draw the conclusion that women are significantly more educated.

2.7. Marital and parental status

Marital status effect on gender pay gap is substantial, EU-SILC 2019 shows that the average gender pay gap is 5.57% for non-married individuals and 20.17% for married people while EU-SILC 2015 indicates the gap to be -5.90% (due to calculation of average log wage gap being average log wage men - average log wage women, negative results indicate that women earn more) and 22.56% for the same groups, respectively. Though looking at it through economic reasoning it should not have such a major impact, so I calculated the parental status effect to wage gap to see if it would explain some of the absolute amplitude of the marital status effect. And the inferences are that fathers earned more than childless men, the average gap is 12.13% in 2019, mothers on average earn 7% less than women without children, the average gender pay gap for non-parents is 10%, however, the most significant result is that in 2019 the gap between fathers and mothers stood at 29.91% and this should largely explain the marital status effect of the wage gap as data suggests married women are more likely to mothers. What we observe here can be identified as ‘child penalty’ of ‘family-gap’ which are terms describing the penalty in the job market that

[2] Higher education group includes variables from EU-SILC under variables variants descriptions: Vocational education partial level completion and without direct access to tertiary education; Vocational education level completion, with direct access to tertiary education; Post-secondary non-tertiary education; Vocational education; Bachelor or equivalent; Master or equivalent; Doctorate or equivalent.

women take when they decide to have a child. It is evaluated and demonstrated in Correll et al. (2007) by conducting an experiment in which recruiters had to review CVs of equally competent and eligible applicants of the same gender, mothers were judged against non-mothers, and fathers competed against childless men. As the result, mothers were seen as less qualified, less willing, and less dedicated workers, and as a result they were offered reduced pay, while fathers were perceived as more committed and hard-working as well as offered higher wages. Although, the study by Correll et al. (2007) does not account for possible changes in mothers' preferences after childbirth. Research by Kleven et al. (2019) takes into account possible women's wish to work more flexible hours or fewer hours after becoming a mother.

2.8. Restrictions from employment

There are more prospects to explore how women are restrained from the labour market.[3] The survey data also contains one measure to compare general gender equality, regarding work and social construct of 'women's duties' in the household as well as its aftermath. There are observations of a variable defining reasons for working less than 30 hours, for which two answers were investigated as they are the most common and can in actuality be related.[4] eason one is: "Housework, looking after children or other persons" and the second reason is "Want to work more hours but cannot find a job(s) or work(s) of more hours". There are only 53 observations for these two reasons in 2019 and 116 in 2015, thus I am making the assumption that the number of people struggling to find full-time jobs should be rather low, which should legitimately hold since the sample is representative of the population and the Bank of Lithuania reports an unemployment rate of 9% for 2019[5], to which I am referring as an indicator of the stage that labour market is in. And the obtained results are 84,62% of individuals who worked less than 30 hours due to reason one and 71,70% due to reason two in 2019 were female, while in 2015 it looks like this: 100% of individuals not fully participating in the labour market for reason one and 68,89% for reason two were females. Special interest was placed on these reasons and gender quota in the respondents, for the circumstance that prolonged stay out of the job market, in these cases for something that is often socially constructed to be a woman's duty (reason one), can manifest as reason 2, inability to find a full-time job to again become self-sustainable and be financially independent due to loss

[3] Please note that here the working sample is not used, here I am working with a sample of part time workers who provided a reason for not working more than 30 hours.

[4] Full list of reasons is: Undergoing education or training; Personal illness or disability; Want to work more hours but cannot find a job(s) or work(s) of more hours; Do not want to work more hours; Number of hours in all job(s) are considered as a full-time job; Housework, looking after children or other persons; Other reasons.

[5] https://www.lb.lt/en/macroeconomic-environment-in-lithuania

in ‘human capital’, knowledge, or an occupation-specific ‘know how’. Though this theory cannot be fully tested with this data and is out of this research’ scope.

Table 2

	2019				
	Men		Women		
No. of observations*	1,904		2,266		
	No. of observations	Average log wage	No. of observations	Average log wage	Average wage gap
Average gender wage gap	1,904	1,606	2,266	1,440	0,167
Average gender wage gap in supervisory positions	262	2,060	210	1,879	0,1804
Sector of employment					
Private	1,616	1.468	1,963	1.2875	0.1803
Public	148	1.7822	188	1.6116	0.1706
Education					
High school drop out	75	1.301	43	1.119	0.1811
High school graduate	478	1.4268	351	1.1988	0.2279
Higher education	1,235	1.7694	2153	1.5553	0.2141
Marital status					
Married	1281	1.4971	1245	1.2954	0.2017
Single	527	1.3232	927	1.2674	0.0557
Parental status					
Parent	673	1.1523	791	0.8532	0.2991
Non-parent	1112	1.3356	1362	1.2143	0.1213
Married with children	558	1.7976	632	1.4985	0.2991
Restrictions from employment					
Housework and child care	4	-	22	-	-
Inability to find a job	15	-	38	-	-
Age groups					
Cohort 1 (18-33)	294	1.6249	279	1.2278	0.3971
Cohort 2 (34-49)	538	1.7118	669	1.5722	0.1397
Cohort 3 (50-65)	720	1.621	916	1.4996	0.1212

Table 3

	2015				
	Men		Women		
No. of observations*	1,725		1,846		
	No. of observations	Average log wage	No. of observations	Average log wage	Average wage gap
Average gender wage gap	1,725	1,311	1,846	1,166	0,146
Average gender wage gap in supervisory positions	500	1,486	410	1,322	0,1644
Sector of employment					
Private	1,577	0.9398	1,682	0.7904	0.1493
Public	110	1.4379	143	1.3788	0.0590
Education					
High school drop out	69	1.063	37	0.7305	0.3329
High school graduate	534	1.1846	365	0.9600	0.2246
Higher education	1093	1.3961	1427	1.258	0.1384
Marital status					
Married	1240	1.1843	1187	0.9587	0.2256
Single	475	0.8955	659	0.9546	-0.0590
Parental status					
Parent	175	1.4434	159	1.1997	0.2437
Non-parent	1513	1.3356	1666	1.2143	0.1213
Married with children	136	1.229	107	0.8864	0.3426
Restrictions from employment					
Housework and child care	0	-	25	-	-
Inability to find a job	28	-	62	-	-
Age groups					
Cohort 1 (18-33)	317	1.1936	198	0.9018	0.2918
Cohort 2 (34-49)	540	1.4112	680	1.2155	0.1957
Cohort 3 (50-65)	628	1.3125	712	1.204	0.1082

2.9. Age groups

Another point of interest is how the gender gap looks like for different age groups. For this purpose, three cohorts are taken: cohort1 is 18-33, cohort 2- 34-49, and cohort 3- 50-65. The average gender gap in 2019 is found to be 39,71% for the youngest group, 13,97% for the middle-aged, and 12,92 for the oldest cohort, while in 2015 the results respectively are 29,17%, 19,57%, and 9 %. The sharp increase in the average gender pay gap in the third cohort here can be attributed to increased pensionary age from 63 years and 2 months in 2015 to 63 years 10 months in 2019 for men and from 61 years 4 months to 62 years 8 months for women. One pattern that I observe is that the average pay gap is highest in the youngest cohort, nearly three times bigger than in the next cohort for 34–49-year-old individuals, which is contradictory to many other countries results, including Albrecht et al (2003), where researchers argue that for younger individuals the gap is not as overwhelming, and gains momentum in growth with age.

3. METHODOLOGY

3.1. Quantile regression

"What the regression curve does is give a grand summary for the averages of the distributions corresponding to the set of x's. […] Just as the mean gives an incomplete picture of a single distribution, so the regression curve gives a correspondingly incomplete picture for a set of distributions"- Mosteler and Tukey, 1977, p. 266. Using ordinary least squares (OLS) although beneficial in many cases, cannot give the full image for a distribution, which is a vital part of this analysis- to look at the gender gap and estimate other variables marginal effect on the dependant variable at different stages (percentiles) of the wage dispersion in attempt to identify and explain glass ceiling. The methodology I chose for this thesis is quantile regression (Koenker and Bassett (1978)). The methodology is adapted from Albrecht et al. as this thesis' is also conducted using quantile regressions. Following Albrecht et al. (2003) techniques:

Quantile regression estimates the θ^{th} quantile of in this case- log wage, conditioning it on independent variables and covariates. The quantile regression model operates under the assumption that the conditional quantile of $\boldsymbol{y}$, $\boldsymbol{q_\theta}$ is linear in $\boldsymbol{x}$, meaning $q_\theta = x\,\beta(\theta)$, and the coefficient vector $\beta(\theta)$ is estimated as the solution to

$$min\,\{\sum_{i:y_i \geq x_i\beta(\theta)} \theta|y_i - x_i\beta(\theta)| + \sum_{i:y_i < x_i\beta(\theta)} (1-\theta)|y_i - x_i\beta(\theta)| \quad\}$$

"In log wage quantile regressions, the coefficient estimates, $\beta(\theta)$, are interpreted as the estimated returns to individual characteristics at the θ^{th} quantile of the log wage distribution"- Albrecht et al. (2003).

Quantile regressions allow not only to identify the glass ceiling effect graphically by examining plots but by looking at the quantile regression results with greater precision. Construction of the latter also allows me to assess the effect of age, education, occupation, etc. on the observed gender gap at the lower end, median or the top end of the log wage distribution separately.

3.2. Variables

There are several variables to be discussed that are used in this thesis quantile regressions. In the order that they are used in the model, first are basic control variables, age and age squared. Age- is the sole advocate for respondents' level of experience, as EU-SILC does not contain a direct measure for the experience. There is an indication of when the individual entered the labour market, not accounting for possible leaves, or voluntary/involuntary beaks in employment, which I attempted to transform into a variable of years in labour market, by subtracting the age when the individual was first employed from persons age, and it is included in table 1 of sample means, though I decided not to include it in the regression due to multicollinearity. Age squared divided by 100- is added to the model for more accurate estimation due to the possibility that the effect of age on wage is non-linear. Though, as age squared results tend to be particularly large values (e.g 502=2500) and the change in age by one then is a rather small change, and it actively demonstrates small estimated coefficients, which are difficult to interpret division by 100 increases the coefficients and solves the problem of difficult interpretation. Level of education (LOE)- It is a grouping of individuals into three groups the ones that did not graduate from high school, high school graduates, and people who sought any type of higher education after mandatory education, this includes people who did not graduate from higher education institutions as well as graduates. Though, not ideally, since there is no data on the field of education it provides a clear picture of the population's education level. The next variable used in regression is industry, it is the original variable EU-SILC's data aggregated to industries. The data provides an indication of the sector of employment of each individual following NACE rev.2 statistical classifications of economic activities in the European Union, for which detailed information can be found in Annex. Industry variable is constructed by letters in NACE rev.2, construction of economic activities is such that: Section A consists of sectors 1 through 3, and all of them are agricultural, so section A can be generalized as the agriculture industry. And the result is that the industry variable is constructed of letters A through U in the English alphabet to account for each industry included in NACE second revision statistical classification of economic activities in the European Union. The next and last variable of the multistep regression is Occupation. It is the original EU-SILC variable 'Occupation of current or last main job' following ISCO-08 (COM) which is the International Standard Classification of Occupations and a detailed list of the occupations can be found in Annex as well. The variable contains numerical values associated with a specific occupation. In further regressions used variables are: Marital status, Child, and Private. Marital status is a binary variable I constructed based on respondents' answer to PB190 variable in EU-SILC which details

if a person is married, single, divorced, separated, or widowed. The child variable is also binary to report if a person has children. This variable was particularly difficult to construct as, there is no straightforward variable reporting on the number of kids, which would be beneficial for in depth view of the parental status effect. Since all variables related to parental status are in the Household's data set and I am interested in personal analysis, household data were joined with personal data set through Personal ID. Child variable is 1 if the household has received any benefits for underaged individuals, people under 16 in the household received any income through the year, or parents are paying alimonies, and if there are no ways to indicate that the person/ household are responsible for a minor, the value assigned to child variable is 0.

3.3. Empirical strategy

I start my analysis by examining the differences in attributes of sexes that could influence the log wage distribution. What I seek to understand by this step is to investigate the classic characterizations portrayed in table 1 such as, years in the labour market, and see whether they are worth investigation in later phases of the analysis. After determining such, I proceed to the next step – quantile regressions. The first panel is observed a gender gap with no controls, using the intermediate working sample, to see what effect gender has on the wage an individual is receiving, later I add controls step by step and observe changes made to the gap. First, I add basic control variables, which are age and age squared divided by a hundred. Then, I include education, industry, and occupation one by one.

After all the additions, I control the maximum number of significant variables available in the data set, thus if the reason for the inequality is within my control variables, the last results of estimated coefficients should show no evidence of a glass ceiling, meaning that the gender gap should be roughly equal percentile by percentile through the whole wage distribution. The ideal scenario, in this case, is to have a variable fully explaining the effect, since it would show the origins of the rapid growth of the gender wage gap in top deciles as in the glass ceiling effect. Though it is possible to have the results not fitting previously mentioned patterns, and still obtain valuable inferences, and it would indicate a much higher complexity of the issue. Theoretically, then looking at all the results obtained in each line of the results table I should be able to observe which of the added control variables best explains the glass ceiling effect, which increases the glass ceiling and the estimated coefficients most. This would help to gain a deeper understanding of the issue of the glass ceiling. OLS result is included in each panel of regression results for

comparison. Second, I look at more detailed regressions for each step in the quantile regression by panels. To evaluate significance, and effects of added controls with greater detail which provides the basis for further interpretation of the results. In the end, I assume I will be able to highlight and possibly better explain the peculiarities of the glass ceiling effect and the gender wage gap inherently.

4. RESULTS

4.1. Quantile regression results for 2019

The first quantile regression measures the effect of certain characteristic earnings at different percentiles of the distribution. The results of a quantile regression at fifth, tenth, twenty-fifth, fiftieth, seventy-fifth, ninetieth, and ninety-fifth percentiles from the EU-SILC 2019 data are shown in Table 4. Ordinary least squares (OLS) results for each panel and displayed in a separate column for comparison. I present only the estimated coefficients of the dependant gender dummy variable, some of the coefficients for controls are discussed here while the others are presented in the Annex. The results generally are obtained with expected signs.

The first panel 'Observed gender gap' shows the results of log wage gap regression only including the gender dummy variable, contextually, it is the raw effect on a person's wage only for being female and not male in the labour market. These values by definition are the same as plotted in figure 1 'log wage gap plot'. At this point, one can notice the rapid growth in the observed log wage gender gap between ninetieth and ninety-fifth percentiles which is also visible in the plot. A sudden increase in the wage gap like at the top of the distribution indicates the existence of the glass ceiling effect, and in this particular panel, the ceiling is quite high in the distribution. When I compare the OLS estimate, I can conclude based on this empirical testing that the theoretical hypothesis that I had is indeed correct, OLS estimate does not give an accurate picture of the distribution, only further highlighting quantile regressions superiority.

Now I consider the second panel where age and age squared were added as basic controls due to their exogeneity, and age acting as a proxy for experience, due to lack of an observed variable directly indicating the level of experience of an individual. Once individual variations in these individual characteristics are controlled for, the gender dummies in this and further regressions are viewed as the impact of gender on log pay at different percentiles controlling for the gender differences in basic characteristics. In such a manner, controlling for age and age squared, the gender dummy effect decreases in the wage's dispersion below or at the median (fiftieth decile), while above the observed gap increases. This can be attributed to the fact that women are older as presented in Table 1, and age here is acting as a measure for experience. This increase in the estimated coefficient even by a small margin practically means that women at the higher end of the distribution are older, but do not get the same returns to this characteristic as

men and are still earning less which is the force driving the gap to expand. The changes are not large for most percentiles, the lowest change is 0.005 at the ninety-fifth percentile, while it shows a much greater decrease at the fifth percentile from -0.155 to -0.037, and the OLS result slightly increases in absolute value from -0.132 to -0.167.

Then for the third panel, I added a more detailed level of education (LOE) variable which segregates respondents into three groups, high school dropouts, high school graduates, and people who sought any type of higher education. After this addition, the OLS result changed from -0.167 to -0.223, while the quantile regression results drastically changed, the estimated coefficients After this addition, the OLS result changed from -0.167 to -0.223, while the quantile regression results largely changed. The estimated coefficients changed significantly indicating a higher average gender wage gap, the change is also constantly trending upwards along with the log wage distribution until the ninetieth percentile and is a little lower at the ninety-fifth percentile, and this intuitively seems to be logical as the top percentiles are the top earners to whom the success not always come from the conventional labour market characteristics. Here, ideally, I would like to have a variable explaining the field of education, to account for differences in log wage of equally in the same field educated individuals, but since there is no such possibility, I attempt to insert explanatory variables for the differences in chosen fields in the following panels.

Following this idea, I added industry variable, which also caused the gender gap to expand, through the industry in which the respondent is employed seems to have a more significant effect at the lower end of the wage distribution as the gap more than doubled at fifth percentile. In Albrecht et al. (2003) researchers find that adding industry control partially explains the gap, implying that women are working in conventionally lower-paid industries. The fact that in my results the gap is widened by controlling for the industry, together with previous panel result shows that women are more educated and are successfully seeking employment in well-paid industries yet are still paid less than their male counterparts.

Per the last panel, where I have already added all the planned control variables, uniquely it is the only one to partially explain the average gender pay gap at every percentile, which intuitively means that person’s occupation is important in determining individuals' pay at any pay grade. Continuing the narrative, women are more educated, working in well-paid industries, and still paid less, but when I control for the occupation the estimated coefficients fall in absolute value, which in turn means that there are fewer women promoted to well pain positions, despite employment in traditionally better-paid industries and higher education.

Albrecht et al. (2003) in their last regression panel finds that the estimated coefficients, are stable over the whole distribution on wages and relatively small, thus meaning that in Sweden the glass ceiling and the gender gap can be explained by added controls. What I conclude from 2019 data, is that there is an underlying issue that the added control variables do not account for.

Table 4 Quantile regression results for 2019

	5th	10th	25th	50th	75th	90th	95th	OLS
Observed gender gap	-0.128	-0.044	-0.103	-0.138	-0.126	-0.161	-0.234	-0.126
	(0.107)	(0.075)	(0.020)	(0.025)	(0.023)	(0.027)	(0.037)	(0.022)
Gender gap with age control	-0.097	-0.027	-0.102	-0.135	-0.134	-0.179	-0.241	-0.141
	(0.081)	(0.029)	(0.019)	(0.019)	(0.022)	(0.035)	(0.042)	(0.022)
Gender gap with basic control variables	-0.097	-0.083	-0.124	-0.178	-0.210	-0.274	-0.293	-0.195
and level of education	(0.069)	(028)	(0.018)	(0.017)	(0.020)	(0.030)	(0.049)	(0.021)
Gender gap with basic control variables,	-0.178	-0.152	-0.182	-0.210	-0.253	-0.276	-0.317	-0.238
level of education and industry	(0.063)	(0.028)	(0.020)	(0.019)	(0.020)	(0.038)	(0.052)	(0.023)
Gender gap with basic control variables,	-0.170	-0.104	-0.132	-0.174	-0.203	-0.274	-0.274	-0.206
level of education, industry, and occupation	(0.072)	(0.040)	(0.020)	(0.017)	(0.021)	(0.028)	(0.045)	(0.026)

4.1.1. Detailed quantile regression results 2019

This section will further analyse the detailed regressions for which the effects of the female variable were presented in table 4. Panel one will not be included as the detailed table does not provide any additional insights.

I begin with panel two, for which the results are shown in Table 5. I observe here that the estimated effect of the female variable on log wage is the biggest effect is at the ninety-fifth percentile estimated at -0.241, while the smallest effect is at the tenth percentile estimated at -0.027 with no statistical significance. In terms of age variables added for control, the Age variable has a positive effect on the whole distribution of wages, though gradually decreasing approaching the highest percentiles, with the smallest estimated effect of 0.039 at ninetieth percentile and biggest effect of 0.133 at tenth percentile. The same can be said about the age squared divided by a hundred variable (SQAGE100), however, the effect is greater and negative. This is a possible indication of an existing non-linear relationship between age and log wage the relatively big difference in effects between age and age squared divided by a hundred can be seen in the OLS estimate as well when the estimate for age is 0.052 and the estimate for SQAGE100 is -0.516. In terms of statistical significance, most of the values are estimated at one percent statistical significance level, although female variable effect estimated in the fifth and tenth percentile as well as the constant estimated at the twenty-fifth percentile are estimated to have no statistical

significance. Adjusted R^2 is 0.028, indicating that the model weakly explains the log wages variability.

Table 5 Quantile regression results with basic age control variables 2019

	Dependent variable:							
	WAGE							
	quantile regression							*OLS*
	5th	10th	25th	50th	75th	90th	95th	
FEMALE	−0.097	−0.027	−0.102***	−0.135***	−0.134***	−0.179***	−0.241***	−0.141***
	(0.081)	(0.029)	(0.019)	(0.019)	(0.022)	(0.035)	(0.042)	(0.022)
AGE	0.133***	0.090***	0.043***	0.036***	0.036***	0.039***	0.037***	0.052***
	(0.032)	(0.010)	(0.006)	(0.005)	(0.005)	(0.012)	(0.009)	(0.006)
SQAGE100	−1.193***	−0.837***	−0.435***	−0.392***	−0.390***	−0.415***	−0.329***	−0.516***
	(0.336)	(0.097)	(0.065)	(0.051)	(0.052)	(0.130)	(0.107)	(0.064)
Constant	−3.099***	−1.555***	0.016	0.607***	0.962***	1.296***	1.529***	0.160
	(0.753)	(0.237)	(0.146)	(0.100)	(0.108)	(0.258)	(0.170)	(0.127)
Observations	4,573	4,573	4,573	4,573	4,573	4,573	4,573	4,573
R^2								0.029
Adjusted R^2								0.028
Residual Std. Error								0.727 (df = 4569)
F Statistic								44.879*** (df = 3; 4569)

*p<0.1; **p<0.05; ***p<0.01

Moving forward, I now consider table 6, with depicts results for panel three, gender gap with basic age control variables and education level. The highest effect of the female variable (-0.293) is still estimated at the ninety-fifth percentile as well as the lowest at tenth estimated at -0.083. The estimated coefficients for the age variable increased in absolute value at every percentile except the tenth with the highest effect at now being 0.161 instead of 0.133 at the fifth percentile in table 5 and the lowest at ninety-fifth. The age squared divided by a hundred (SQAGE100) now has a more negative average effect as the OLS estimate changed from -0.516 to -0.650. Although, the fifth percentile is the only one for which the effect was more negative than in the second panel results quantile regression results. The next variables in line are the aggregated groups of the level

of education (LOE). LOEHD- being high school graduates, LOEHDO- high school dropouts, and LOEHE- people who sought higher education. In order, the LOEHD variable has estimated negative effects for each percentile of the wage distribution. The negative effect is largest at the bottom in the fifth percentile estimated at -3.987 and steadily turns more positive following the wage distribution and is estimated at 0.749 at ninety-fifth percentile. Next, LOEHDO, the estimated coefficient at the is -4 at the beginning of the distribution and following a very similar trend like LOEHD tuns into a positive effect at the very top percentiles. Lastly, the LOEHE also has a large negative effect estimated at the bottom of the distribution, though the effect of higher education is 1.158 at ninetieth and 1.443 at ninety-fifth percentiles. In terms of statistical significance, most of the values are estimated at one percent statistical significance level, although female variable effect estimated in the fifth percentile, the constant, LOEHD, and LOEHDO estimated at the twenty-fifth percentile are estimated to have no statistical significance. Adjusted R2 is 0.778, indicating that the model explains the log wages variability to a large extent.

Table 6 Quantile regression results with basic age control variables and education level 2019

	Dependent variable:							
	WAGE							
	quantile regression							*OLS*
	5th	10th	25th	50th	75th	90th	95th	
FEMALE	−0.097	−0.083***	−0.124***	−0.178***	−0.210***	−0.274***	−0.293***	−0.195***
	(0.069)	(0.028)	(0.018)	(0.017)	(0.020)	(0.030)	(0.049)	(0.021)
AGE	0.161***	0.089***	0.054***	0.053***	0.048***	0.049***	0.045***	0.066***
	(0.033)	(0.011)	(0.007)	(0.004)	(0.005)	(0.009)	(0.015)	(0.006)
SQAGE100	−1.487***	−0.821***	−0.537***	−0.541***	−0.501***	−0.484***	−0.420**	−0.650***
	(0.337)	(0.110)	(0.068)	(0.046)	(0.052)	(0.101)	(0.165)	(0.063)
LOEHD	−3.987***	−1.748***	−0.373**	−0.047	0.331***	0.517***	0.749**	−0.453***
	(0.808)	(0.261)	(0.155)	(0.098)	(0.114)	(0.195)	(0.325)	(0.131)
LOEHDO	−4.000***	−1.751***	−0.466***	−0.091	0.219**	0.493***	0.690*	−0.504***
	(0.899)	(0.287)	(0.160)	(0.095)	(0.111)	(0.183)	(0.378)	(0.137)
LOEHE	−3.610***	−1.487***	−0.163	0.332***	0.781***	1.158***	1.443***	−0.059
	(0.796)	(0.253)	(0.151)	(0.093)	(0.108)	(0.184)	(0.311)	(0.125)
Observations	4,573	4,573	4,573	4,573	4,573	4,573	4,573	4,573
R^2								0.774
Adjusted R^2								0.774
Residual Std. Error								0.707 (df = 4567)
F Statistic								2,612.825*** (df = 6; 4567)

*p<0.1; **p<0.05; ***p<0.01

4.2. Quantile regression results for 2015

The panel 'Observed gender gap' shows the results of log wage gap regression only including the gender dummy variable in the same manner in Table 7. The estimated coefficients of the observed gender gap are as expected from fifth until seventy-fifth percentile, whereas results at ninetieth and ninety-fifth percentiles are lower, but show issues of significance. Further, controlling for age, estimated coefficients decrease up to the median, changes the sign at the lowest two, while at or above the fiftieth percentile the effect increases. This suggests that in 2015 women were older than men, but still paid less at the top of the distribution. I interpret this as a negative effect because age here accounts for the experience. Then, adding a level of education, one can notice an increase in the OLS estimate and a significant change in the quantile regression estimated coefficient dynamics. While in the past two panels indicating the glass ceiling at a certain percentile would have been particularly difficult, the third panel is where the pattern emerges. Estimated coefficients show a significant increase overall, and the rapid growth between the ninetieth and ninety-fifth percentile can be attributed to the glass ceiling effect. In other words, the observation I make here is that the estimated coefficient results controlling for education level, consistently with data overview results (section 3.6), imply that women are more educated, yet do not receive the same returns to this labor characteristic that men do. Further, the panel for gender gap with basic control variables, level of education and industry, depicts growth in estimated coefficient as well. A rapid increase in absolute value in the coefficients for top deciles lowers the bar for glass ceiling effects significantly, the highest change is observed between fiftieth and seventy-fifth percentiles. In the final panel, I notice that occupation does not explain the gender gap for all parts of the distribution. For the fifth percentile coefficient more than doubled after accounting for occupational effects. Tenth through seventy-fifth percentile estimates decrease in absolute value, while the top two delices again indicate the gap widening.

Table 7 Quantile regression results for 2015

	5th	10th	25th	50th	75th	90th	95th	OLS
Observed gender gap	-0.137	-0.149	-0.135	-0.122	-0.115	-0.076	-0.104	-0.146
	(0.097)	(0.047)	(0.024)	(0.023)	(0.023)	(0.035)	(0.051)	(0.022)
Gender gap with age control	0.123	0.024	-0.074	-0.171	-0.135	-0.079	-0.136	-0.104
	(0.108)	(0.037)	(0.019)	(0.024)	(0.026)	(0.035)	(0.053)	(0.023)
Gender gap with basic control variables	-0.113	-0.013	-0.104	-0.203	-0.230	-0.228	-0.263	-0.163
and level of education	(0.120)	(0.033)	(0.022)	(0.021)	(0.024)	(0.031)	(0.048)	(0.023)
Gender gap with basic control variables,	-0.079	-0.056	-0.142	-0.205	-0.257	-0.282	-0.298	-0.204
level of education and industry	(0.081)	(0.034)	(0.026)	(0.024)	(0.025)	(0.031)	(0.060)	(0.025)
Gender gap with basic control variables,	-0.190	-0.095	-0.099	-0.146	-0.235	-0.295	-0.362	-0.196
level of education, industry, and occupation	(0.072)	(0.039)	(0.024)	(0.022)	(0.023)	(0.030)	(0.057)	(0.028)

Overall, the results for 2015 indicate a different situation than the 2019 results. If I try to follow the same result interpretation narrative that I did in 2019: women are more experienced and educated, are hired, and working in well-paid industries, though are still paid less, and there are fewer women promoted to well pain positions, despite employment in traditionally better-paid industries and higher education. This is an interpretation fitting only the upper part of the distribution for panels one to four, since there is no observed decrease in absolute value in the final panel for top deciles, implying that women are promoted to high positions, and the inequality in 2015 is not as much occupational as in 2019, but the wage gap persists.

4.2.1. Detailed quantile regression results for 2015

I begin with panel two, for which the results are shown in table 8.

I observe here that the estimated effect of a female variable on log wage is the biggest at ninety-fifth percentile estimated at -0.136, while the smallest effect is at tenth percentile estimated at -0.024 with no statistical significance. In terms of basic age controls, the Age variable has a positive effect on the whole distribution of wages, though gradually decreasing approaching the seventy-fifth percentile, and then slightly increases at ninetieth and ninety-fifth percentiles with the smallest effect of 0.046 at fiftieth and seventy-fifth percentiles and biggest effect of 0.093 at fifth percentile. For the age squared divided by a hundred variable (SQAGE100) the effect is greater and negative. The least negative effect for this variable is estimated at the twenty-fifth percentile and is equal to -0.472, while the most negative is estimated at -0.814 at the fifth percentile. This is a possible indication of an existing non-linear relationship between age and the dependant variable. The relatively big difference in effects between age and age squared divided by a hundred can be seen in the OLS estimate as well, when the estimate for age is 0.052 and the estimate for SQAGE100 is -0.496. In terms of statistical significance, most of the values are estimated at one percent statistical significance level, except female variables at the fifth and tenth percentile as well as the constant estimated at the fiftieth percentile are estimated to have no statistical significance. Adjusted R2 for the OLS regression is 0.030, indicating that the model weakly explains fluctuations in the log wages.

Table 8 Quantile regression results with basic age control variables 2015

	Dependent variable:							
	WAGE							
	quantile regression							*OLS*
	5th	10th	25th	50th	75th	90th	95th	
FEMALE	0.123	0.024	−0.074***	−0.171***	−0.135***	−0.079**	−0.136***	−0.104***
	(0.108)	(0.037)	(0.019)	(0.024)	(0.026)	(0.039)	(0.053)	(0.023)
AGE	0.093***	0.090***	0.049***	0.046***	0.046***	0.053***	0.051***	0.052***
	(0.029)	(0.010)	(0.005)	(0.007)	(0.007)	(0.013)	(0.013)	(0.006)
SQAGE100	−0.814**	−0.807***	−0.472***	−0.476***	−0.476***	−0.514***	−0.479***	−0.496***
	(0.325)	(0.090)	(0.043)	(0.074)	(0.078)	(0.146)	(0.138)	(0.071)
Constant	−2.697***	−2.055***	−0.561***	0.005	0.380***	0.519*	0.801***	−0.272**
	(0.611)	(0.242)	(0.121)	(0.147)	(0.138)	(0.279)	(0.277)	(0.135)
Observations	4,152	4,152	4,152	4,152	4,152	4,152	4,152	4,152
R^2								0.030
Adjusted R^2								0.030
Residual Std. Error								0.749 (df = 4148)
F Statistic								43.237*** (df = 3; 4148)

*p<0.1; **p<0.05; ***p<0.01

Moving forward, I now consider table 9, with depicts results for panel three, gender gap with basic age control variables and education level. The highest effect of the female variable (-0.263) is still estimated at the ninety-fifth percentile as well as the lowest at tenth estimated at -0.013 without statistical significance. The estimated coefficients for the age variable are positive, and the biggest effect is captured at the fifth percentile and the lowest at the median. The age squared divided by a hundred (SQAGE100) has a more negative effect reported by the OLS estimate of -0.664. In quantile regression, this variable maintains a statistically significant negative effect at every percentile. Further, level of education (LOE). LOEHD- high school graduates,

LOEHDO- high school dropouts, and LOEHE- people who sought higher education. In order, the LOEHD variable has estimated negative effects for each percentile of the wage distribution except for the ninety-fifth with the estimated effect of 0.218. The negative effect is largest at the bottom in the fifth percentile estimated at -3.419 and steadily turns more positive following the wage distribution. Next, LOEHDO, the estimated coefficient at the is -3.549 at the beginning of the distribution and following a very similar trend like LOEHD and the same variable for 2019 data and tuns into a positive effect at the very top percentile, though it is not statistically significant. Lastly, the LOEHE also has a large negative effect estimated up until the ninetieth percentile, where the effect turns positive and is estimated at 0.388. Seven coefficients are estimated without statistical significance overall, first to percentiles estimated for female variable, last two for LOEHD, and LOEHDO. Adjusted R2 is 0.635, signalling that model is capable of explaining the variance in the dependant variable.

For further panels, the tables are included in Annex since the Industry variable consists of 21 possible inputs and the Occupation contains 43 different variations. Here, I briefly discus the results for the tables not included in the main part, for the sake of keeping this paper reasonably long since analysing each of them to the greatest detail would also be lengthening the paper. The tables are inserted after the detailed lists of industries following the NACE rev. 2 and ISCO-08 for occupations.

For the 2019 data, results show the estimated coefficients for Industry variable are positive at fifth percentile except for three industries, B (Mining and quarrying), N (Administrative), and J (Information), for the tenth percentile, effects on all industries are positive, at twenty-fifth only one industry has a negative effect, and its industry T (Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use). Such pattern continues through all of the next percentiles having up to for industries negatively influencing the dependant variable while the majority of the estimated effects are positive, though one common denominator is that the T industry has a negative effect at each of the percentiles. OLS results for N and T industries are negative. As for 2015, the data indicates that at the tenth percentile all industries have a positive effect, and at the twenty-fifth percentile only industry T has a negative effect, meanwhile, the rest of the percentiles and the OLS all exhibit negative effects on up to four industries, with each one faces a negative effect from industries N and T.

Table 9 Quantile regression results with basic age control variables and education level 2019

	Dependent variable:							
	WAGE							
	quantile regression							*OLS*
	5th	10th	25th	50th	75th	90th	95th	
FEMALE	0.113	0.013	−0.104***	−0.203***	−0.230***	−0.228***	−0.263***	−0.163***
	(0.120)	(0.033)	(0.022)	(0.021)	(0.024)	(0.031)	(0.048)	(0.023)
AGE	0.112***	0.090***	0.064***	0.063***	0.071***	0.066***	0.059***	0.068***
	(0.031)	(0.009)	(0.005)	(0.006)	(0.006)	(0.010)	(0.014)	(0.006)
SQAGE100	−0.995***	−0.824***	−0.632***	−0.647***	−0.725***	−0.653***	−0.568***	−0.664***
	(0.340)	(0.085)	(0.056)	(0.067)	(0.070)	(0.113)	(0.162)	(0.071)
LOEHD	−3.419***	−2.154***	−1.019***	−0.605***	−0.484***	−0.137	0.218	−0.869***
	(0.711)	(0.243)	(0.130)	(0.137)	(0.136)	(0.216)	(0.319)	(0.142)
LOEHDO	−3.549***	−2.470***	−1.153***	−0.647***	−0.491***	−0.069	0.344	−0.939***
	(0.664)	(0.234)	(0.143)	(0.134)	(0.125)	(0.211)	(0.354)	(0.142)
LOEHE	−2.973***	−1.953***	−0.811***	−0.241*	−0.037	0.388*	0.803***	−0.504***
	(0.667)	(0.230)	(0.123)	(0.131)	(0.127)	(0.205)	(0.303)	(0.135)
Observations	4,152	4,152	4,152	4,152	4,152	4,152	4,152	4,152
R^2								0.635
Adjusted R^2								0.635
Residual Std. Error								0.731 (df = 4146)
F Statistic								1,203.076*** (df = 6; 4146)

*p<0.1; **p<0.05; ***p<0.01

4.3 Models' limitations

Apart from many points where quantile regression excels, it has its shortcomings. The one most important in this thesis context I reckon is that when I try to estimate the effect of a change in a specific characteristic, the change is global, meaning that every person in the sample endures the change. In addition, my chosen path does not distinguish between the difference in labor

market characteristics and returns on them, in other words, it does not offer full decomposition of the log gender wage gap and also does not account for sample selection (Albrecht et al. (2009)). Nevertheless, most limitations I endure already during the process and are associated with data. EU-SILC is an extensive source with a wide variety of variables, but its objective is to report on living conditions and not gender inequality so not all of the variables are useful to this study. There are groups of variables reporting on living conditions, ability to allocate money for savings, etc., which can be found in Annex. The needed variables, which are discussed and analysed in depth in section 3 (data) sometimes lack observations, for instance, parental status analysis in 2015, and reasons for staying out of labour market analysis in 2015 and 2019 both were not as much in-depth as they could be if there were more observations, or depth, taking for example education, or the number of children if these characteristics were observed the quantile regression analysis in section 5 (results) could have produced a more informative result and offered more insight in explaining the gender gap or eliminating the glass ceiling. Further details of data limitation are discussed in subsubsection 3.1.1.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

In this thesis I aimed to identify weather there is a glass ceiling effect in the years of 2015 and 2019 and find which labour characteristics explain the gender gap throughout the log wage distribution as well as understand the economic reasoning behind the determinants of the wage gap. I evaluated the effect of gender, age, education, industry of employment and occupation on wage distribution.

After the conducted analysis I can answer the thesis question, yes, there is a glass ceiling in Lithuania. The results I obtained show a significant increase in the log wage gap at the top end of the distribution, and it is notably large, compared to the rest of the wage hierarchy. Bearing in mind that the years for analysis were chosen when Lithuania's economy was accelerating as a whole, the growth in gender inequality reported by EU-SILC data is of major concern. I find that the average gender log wage gap has increased over the time between 2015 and 2019. Indicating that the economy and women's well-being is moving in different directions. I find that the glass ceiling effect is present in both analysed years. To support the positive side, the results suggest that the glass ceiling, after controlling for basic labour market characteristics has moved up over the log wage dispersion significantly.

Investigating the possible labour characteristics that could explain the gender gap at various percentiles of the log wage distribution. I find that age, education level, and industry of employment generally do not explain the gender gap in Lithuania. The only characteristic that at least partially explains the gap, is occupation. Though, none of these characteristics can explain the gap at the top of the distribution enough, to eliminate the glass ceiling effect.

Even though quantile regression results do not explain the inequality origins in labour market, I observe a unique profile of the returns to the characteristics in 2019. Women in the labour market are older, inherently more experienced, constitute a greater part of better-educated constituents and successfully work in well-paid industries, though are still significantly underpaid. And the findings partially explain why. It is because despite the employment in well-paid industries and being superior in other characteristics they are not being promoted to more profitable positions.

Recommendations

In an attempt to solve the glass ceiling phenomenon, many courses of action can be taken. Steps in the right direction are made worldwide and locally in Lithuania, but as results of this thesis show, the gender pay gap and the glass ceiling still exist. Therefore, in this section, I present several courses that could be beneficial to close the gender wage gap and eliminate the glass ceiling.

Raising the wage floor. Research by Blau and Kahn (1992) suggests that when generally there is lesser wage inequality, there are smaller penalties for being at the lowest part of the wage distribution, which can help not only to tackle poverty which is a persistent problem in Lithuania but is a step towards closing the gender gap.

Equal pay laws. According to Rubery (2016) only 43% of countries have passed the legislation that states that equal wages are paid for an equal value of work disregarding the gender, and even then, it only applies to the comparison of wages within the company which does not fix the problems effectively enough. If there would be a coordinated system of equal pay enforcement (e.g., system in Canada discussed in Chica, 2006), it would give the possibility for women to be paid the same returns for their work that their male colleagues get. This is a way to tackle inequality in relation to occupational segregation which was especially present in this thesis analysis for 2019.

Improving the evaluation of women's labour. Historically, some occupations, sectors, or nearly industries are considered to be 'womanly professions', as these jobs are done mainly by women for a long period of time (e.g., Nursing). Occupations like these are often offering lower wages, than the jobs that are socially considered 'manly', and since societal change to erase such stereotypes is extremely slow, there are ways for policymakers to solve this issue faster. For instance, form an agreement in consensus with trade unions that wages in public women-dominated sectors will be increased, meanwhile in private ones Rubery (2016) suggests action plans to limit discretion and gender bias in job grading and pay practices.

More flexible parental leaves. "Countries with longer paid leave schemes had comparatively lower female employment rates than those with shorter leaves. <…>On the one

hand, while job-guaranteed leave will increase labor force participation, it may lower women's relative wages. On the demand side, employers are presumed to reduce their offering wage in response to the costs of leave and, where leaves are lengthy, in response to reduced human capital (and hence productivity) compared to workers who have uninterrupted careers. "- Hegewisch and Gornick (2011) here discuss the issues with parental leave, that is conventionally taken by and associated with women. While postpartum leave is unavoidable by nature, further care of a child could be shared by both parents. Proactive and beneficial policies that would offer men paternal leave on a basis that this equally paid time off is taken or lost would speed up the change in society's perception that associates parental leaves only with women, lowering their career perspectives. This would be a great way to contribute to closing the gender gap.

For 'shattering' the glass ceiling, policies have less impact, than for solving gender inequality altogether. Common legislation offer is enforcement of gender quotas, especially at the top levels of institutions. Bertrand et al. (2017) analyses the case of Norway, where seats of corporate boards have mandated gender quotas. They find that "Despite businesses' fear that there were not enough qualified women to fill the board positions, the new reserved seats were filled with women who are observationally better qualified to serve on boards along many dimensions than women appointed prior to the quota ". And observe no negative effect of the law in the medium term. This policy is actively considered and implemented as a measure to solve the glass ceiling problem in other countries as well. For overcoming the glass ceiling, action from the management of private businesses with a pay grade above the glass ceiling would be a strong acceleration. Internal policies for the elimination of gender bias in a workplace are completely at the hands of executive officials and should be encouraged.

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SUMMARY

This academic work investigates whether the glass ceiling effect is present in the Lithuanian labour market. Using the EU-SILC survey measuring the living conditions and wellbeing of Lithuanian citizens in 2015 and 2019, I find which labour characteristics explain the gender gap throughout the log wage while controlling for various labour market characteristics such as age, level of education, industry, occupation and compare the observations between 2015 and 2019. I use a quantile regression modelling approach to estimate the wage gap in different percentiles of the wage distribution and determine whether personal or labour market factors influence the gender wage gap. I show that the glass ceiling effect is Lithuania, and the gender age gap in best explained by occupation estimated effects.

SANTRAUKA

Šiame akademiniame darbe tiriama, ar Lietuvos darbo rinkoje yra stiklo lubų efektas. Naudodamasi EU-SILC apklausa, įvertinančia Lietuvos piliečių gyvenimo sąlygas ir gerovę 2015 ir 2019 m., nustatau, kurios darbo ypatybės paaiškina lyčių skirtumą per visą darbo užmokesčio pasiskirstymą, kontroliuodama įvairias darbo rinkos ypatybes, tokias kaip amžius, išsilavinimo lygis, pramonė, profesija ir kt., ir palyginu stebėjimus tarp 2015 ir 2019 m. Aš naudoju kvantilinės regresijos modeliavimo metodą, siekdama įvertinti darbo užmokesčio skirtumą skirtinguose darbo užmokesčio pasiskirstymo procentiliuose ir nustatyti, ar asmeniniai bei darbo rinkos veiksniai daro įtaką vyrų ir moterų darbo užmokesčio skirtumui. Parodau, kad stiklo lubų efektas Lietuvoje egzistuoja, o lyčių ir amžiaus skirtumus geriausiai galima paaiškinti įvertintais profesijų padariniais.

ANNEX

ISCO-08 Code	ISCO-08 Title
11	Chief executives, senior officials and legislators
12	Administrative and commercial managers
13	Production and specialised services managers
14	Hospitality, retail and other services managers
21	Science and engineering professionals
22	Health professionals
23	Teaching professionals
24	Business and administration professionals
25	Information and communications technology professionals
26	Legal, social and cultural professionals
31	Science and engineering associate professionals
32	Health associate professionals
33	Business and administration associate professionals
34	Legal, social, cultural and related associate professionals
35	Information and communications technicians
41	General and keyboard clerks
42	Customer services clerks
43	Numerical and material recording clerks
44	Other clerical support workers
51	Personal service workers
52	Sales workers
53	Personal care workers
54	Protective services workers
61	Market-oriented skilled agricultural workers
62	Market-oriented skilled forestry, fishery and hunting workers
63	Subsistence farmers, fishers, hunters and gatherers
71	Building and related trades workers, excluding electricians
72	Metal, machinery and related trades workers
73	Handicraft and printing workers
74	Electrical and electronic trades workers
75	Food processing, wood working, garment and other craft and related trades workers
81	Stationary plant and machine operators
82	Assemblers
83	Drivers and mobile plant operators
91	Cleaners and helpers
92	Agricultural, forestry and fishery labourers
93	Labourers in mining, construction, manufacturing and transport
94	Food preparation assistants
95	Street and related sales and service workers
96	Refuse workers and other elementary workers
01	Commissioned armed forces officers
02	Non-commissioned armed forces officers
03	Armed forces occupations, other ranks

Aggregation used: A*21

Eurostat SNA NACE Rev.2 (ISIC Rev.4) A*64 to A*10 hierarchy

	Desc_EN	A*64	A*38	A*21	A*10
1	Crop and animal production, hunting and related service activities	01	A	A	A
2	Forestry and logging	02			
3	Fishing and aquaculture	03			
4	Mining and quarrying	05-09	B	B	B-E
5	Manufacture of food products, beverages and tobacco	10-12	CA	C	
6	Manufacture of textiles, wearing apparel, leather and related prodcuts	13-15	CB		
7	Manufacture of wood and of products of wood and cork, except furniture; articles of straw and plaiting materials	16	CC		
8	Manufacture of paper and paper products	17			
9	Printing and reproduction of recorded media	18			
10	Manufacture of coke and refined petroleum products	19	CD		
11	Manufacture of chemicals and chemical products	20	CE		
12	Manufacture of basic pharmaceutical products and pharmaceutical preparations	21	CF		
13	Manufacture of rubber and plastics products	22	CG		
14	Manufacture of other non-metallic mineral products	23			
15	Manufacture of basic metals	24	CH		
16	Manufacture of fabricated metal products, except machinery and equipment	25			
17	Manufacture of computer, electronic and optical products	26	CI		
18	Manufacture of electrical equipment	27	CJ		
19	Manufacture of machinery and equipment n.e.c.	28	CK		
20	Manufacture of motor vehicles, trailers and semi-trailers	29	CL		
21	Manufacture of other transport equipment	30			
22	Manufacture of furniture, other manufacturing	31-32	CM		
23	Repair and installation of machinery and equipment	33			
24	Electricity, gas, steam and air conditioning supply	35	D	D	
25	Water collection, treatment and supply	36	E	E	
26	Sewerage, waste collection, treatment and disposal activities; materials recovery; remediation activities and other waste management services	37-39			
27	Construction	41-43	F	F	F
28	Wholesale and retail trade and repair of motor vehicles and motorcycles	45	G	G	G-I
29	Wholesale trade, except of motor vehicles and motorcycles	46			
30	Retail trade, except of motor vehicles and motorcycles	47			
31	Land transport and transport via pipelines	49	H	H	
32	Water transport	50			
33	Air transport	51			
34	Warehousing and support activities for transportation	52			
35	Postal and courier activities	53			
36	Accommodation and food service activities	55-56	I	I	
37	Publishing activities	58	JA	J	J
38	Audiovisual and broadcasting activities	59-60			
39	Telecommunications	61	JB		
40	IT and other information services	62-63	JC		
41	Financial service activities, except insurance and pension funding	64	K	K	K
42	Insurance, reinsurance and pension funding, except compulsory social security	65			
43	Activities auxiliary to financial service and insurance activities	66			
44	Real estate activities	68	L	L	L
45	Legal and accounting activities; activities of head offices; management consultancy activities	69-70	MA	M	M-N
46	Architectural and engineering activities; technical testing and analysis	71			
47	Scientific research and development	72	MB		
48	Advertising and market research	73	MC		
49	Other professional, scientific and technical activities; veterinary activities	74-75			
50	Rental and leasing activities	77	N	N	
51	Employment activities	78			
52	Travel agency, tour operator, reservation service and related activities	79			
53	Security and investigation activities; services to buildings and landscape activities; office administrative, office support and other business support activities	80-82			
54	Public administration and defence; compulsory social security	84	O	O	O-Q
55	Education	85	P	P	
56	Human health activities	86	QA	Q	
57	Residential care and social work activities	87-88	QB		
58	Creative, arts and entertainment activities; libraries, archives, museums and other cultural activities; gambling and betting activities	90-92	R	R	R-U
59	Sports activities and amusement and recreation activities	93			
60	Activities of membership organizations	94	S	S	
61	Repair of computers and personal and household goods	95			
62	Other personal service activities	96			
63	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	97-98	T	T	
64	Activities of extraterritorial organizations and bodies	99	U	U	

Source: Eurostat

http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2010:210:0001:0021:EN:PDF

2015 Gender gap with age control, level of education and industry at 5th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.079	0.081	-0.970	0.332
AGE	0.075	0.020	3.679	0.0002
SQAGE100	-0.653	0.227	-2.876	0.004
LOEHD	-3.295	0.490	-6.730	0
LOEHDO	-3.574	0.483	-7.400	0
LOEHE	-3.087	0.468	-6.600	0
INDB	1.393	0.571	2.438	0.015
INDC	1.122	0.191	5.866	0
INDD	1.677	0.409	4.104	0.00004
INDE	1.256	0.326	3.859	0.0001
INDF	0.491	0.212	2.312	0.021
INDG	1.075	0.195	5.504	0.00000
INDH	1.215	0.213	5.697	0
INDI	0.042	0.298	0.140	0.889
INDJ	1.676	0.341	4.911	0.00000
INDK	0.588	0.378	1.557	0.120
INDL	0.474	0.422	1.123	0.262
INDM	0.980	0.256	3.825	0.0001
INDN	0.841	0.263	3.195	0.001
INDO	1.416	0.223	6.337	0
INDP	1.419	0.205	6.925	0
INDQ	1.519	0.217	7.003	0
INDR	0.198	0.323	0.615	0.539
INDS	0.862	0.334	2.586	0.010
INDT	1.797	1.347	1.335	0.182

2015 Gender gap with age control, level of education and industry at 10th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.056	0.034	-1.649	0.099
AGE	0.085	0.009	9.992	0
SQAGE100	-0.792	0.095	-8.356	0
LOEHD	-2.576	0.204	-12.605	0
LOEHDO	-2.794	0.202	-13.858	0
LOEHE	-2.465	0.195	-12.627	0
INDB	0.700	0.238	2.934	0.003
INDC	0.699	0.080	8.754	0
INDD	1.048	0.171	6.142	0
INDE	0.631	0.136	4.640	0.00000
INDF	0.346	0.089	3.897	0.0001
INDG	0.658	0.082	8.076	0
INDH	0.740	0.089	8.315	0
INDI	0.294	0.124	2.359	0.018
INDJ	0.997	0.142	6.998	0
INDK	0.722	0.158	4.576	0.00000
INDL	0.293	0.176	1.662	0.097
INDM	0.607	0.107	5.670	0.00000
INDN	0.320	0.110	2.916	0.004
INDO	0.863	0.093	9.252	0
INDP	0.754	0.086	8.809	0
INDQ	0.823	0.091	9.090	0
INDR	0.745	0.135	5.529	0.00000
INDS	0.356	0.139	2.557	0.011
INDT	0.995	0.562	1.770	0.077

2015 Gender gap with age control, level of education and industry at 25th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	−0.142	0.026	-5.501	0.00000
AGE	0.064	0.006	9.859	0
SQAGE100	−0.647	0.072	-8.965	0
LOEHD	−1.163	0.156	-7.469	0
LOEHDO	−1.288	0.154	−8.387	0
LOEHE	−0.962	0.149	−6.468	0
INDB	0.319	0.182	1.759	0.079
INDC	0.221	0.061	3.630	0.0003
INDD	0.688	0.130	5.295	0.00000
INDE	0.445	0.103	4.295	0.00002
INDF	0.172	0.068	2.543	0.011
INDG	0.167	0.062	2.682	0.007
INDH	0.243	0.068	3.588	0.0003
INDI	−0.002	0.095	−0.023	0.982
INDJ	0.543	0.109	5.004	0.00000
INDK	0.399	0.120	3.325	0.001
INDL	-0.022	0.134	-0.166	0.868
INDM	0.264	0.081	3.236	0.001
INDN	0.060	0.084	0.722	0.470
INDO	0.452	0.071	6.370	0
INDP	0.262	0.065	4.016	0.0001
INDQ	0.310	0.069	4.491	0.00001
INDR	0.306	0.103	2.979	0.003
INDS	0.020	0.106	0.185	0.853
INDT	0.266	0.428	0.620	0.535

2015 Gender gap with age control, level of education and industry at 50th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.205	0.024	-8.533	0
AGE	0.055	0.006	9.148	0
SQAGE100	-0.567	0.067	-8.440	0
LOEHD	-0.670	0.145	-4.625	0.00000
LOEHDO	-0.743	0.143	-5.202	0.00000
LOEHE	-0.389	0.138	-2.813	0.005
INDB	0.499	0.169	2.953	0.003
INDC	0.298	0.057	5.264	0.00000
INDD	0.560	0.121	4.630	0.00000
INDE	0.378	0.096	3.929	0.0001
INDF	0.273	0.063	4.347	0.00001
INDG	0.192	0.058	3.332	0.001
INDH	0.316	0.063	5.005	0.00000
INDI	0.121	0.088	1.369	0.171
INDJ	0.668	0.101	6.614	0
INDK	0.435	0.112	3.894	0.0001
INDL	0.164	0.125	1.311	0.190
INDM	0.337	0.076	4.444	0.00001
INDN	0.169	0.078	2.171	0.030
INDO	0.554	0.066	8.386	0
INDP	0.431	0.061	7.104	0
INDQ	0.332	0.064	5.174	0.00000
INDR	0.211	0.095	2.206	0.027
INDS	0.126	0.099	1.278	0.201
INDT	0.259	0.398	0.650	0.516

2015 Gender gap with age control, level of education and industry at 75th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.257	0.025	-10.244	0
AGE	0.059	0.006	9.459	0
SQAGE100	-0.619	0.070	-8.844	0
LOEHD	-0.428	0.151	-2.831	0.005
LOEHDO	-0.461	0.149	-3.094	0.002
LOEHE	-0.062	0.144	-0.432	0.666
INDB	0.417	0.176	2.368	0.018
INDC	0.319	0.059	5.411	0.00000
INDD	0.535	0.126	4.243	0.00002
INDE	0.377	0.100	3.756	0.0002
INDF	0.239	0.066	3.646	0.0003
INDG	0.158	0.060	2.631	0.009
INDH	0.320	0.066	4.866	0.00000
INDI	0.120	0.092	1.308	0.191
INDJ	0.598	0.105	5.683	0
INDK	0.498	0.117	4.270	0.00002
INDL	0.134	0.130	1.029	0.304
INDM	0.465	0.079	5.886	0
INDN	0.219	0.081	2.694	0.007
INDO	0.426	0.069	6.185	0
INDP	0.516	0.063	8.166	0
INDQ	0.370	0.067	5.527	0.00000
INDR	0.151	0.100	1.521	0.128
INDS	0.174	0.103	1.687	0.092
INDT	0.335	0.415	0.806	0.420

2015 Gender gap with age control, level of education and industry at 90th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.282	0.031	-9.049	0
AGE	0.067	0.008	8.562	0
SQAGE100	-0.659	0.087	-7.583	0
LOEHD	-0.298	0.187	-1.592	0.111
LOEHDO	-0.259	0.185	-1.399	0.162
LOEHE	0.187	0.179	1.043	0.297
INDB	0.344	0.219	1.575	0.115
INDC	0.211	0.073	2.884	0.004
INDD	0.469	0.156	2.998	0.003
INDE	0.170	0.125	1.365	0.172
INDF	0.050	0.081	0.609	0.543
INDG	0.097	0.075	1.298	0.194
INDH	0.181	0.082	2.213	0.027
INDI	0.019	0.114	0.162	0.871
INDJ	0.729	0.131	5.579	0.00000
INDK	0.484	0.145	3.346	0.001
INDL	0.058	0.161	0.362	0.717
INDM	0.486	0.098	4.959	0.00000
INDN	0.185	0.101	1.834	0.067
INDO	0.205	0.086	2.396	0.017
INDP	0.366	0.078	4.660	0.00000
INDQ	0.312	0.083	3.760	0.0002
INDR	-0.047	0.124	-0.382	0.702
INDS	0.160	0.128	1.254	0.210
INDT	-0.078	0.515	-0.151	0.880

2015 Gender gap with age control, level of education and industry at 95th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.298	0.060	-4.987	0.00000
AGE	0.064	0.015	4.248	0.00002
SQAGE100	-0.637	0.167	-3.817	0.0001
LOEHD	0.081	0.360	0.226	0.821
LOEHDO	0.313	0.355	0.882	0.378
LOEHE	0.626	0.344	1.822	0.069
INDB	0.210	0.420	0.499	0.618
INDC	0.153	0.141	1.084	0.278
INDD	0.258	0.301	0.860	0.390
INDE	-0.043	0.239	-0.179	0.858
INDF	0.055	0.156	0.354	0.724
INDG	0.021	0.144	0.144	0.886
INDH	0.086	0.157	0.547	0.584
INDI	-0.204	0.219	-0.928	0.353
INDJ	0.855	0.251	3.405	0.001
INDK	0.277	0.278	0.997	0.319
INDL	0.086	0.310	0.277	0.782
INDM	0.460	0.188	2.443	0.015
INDN	0.002	0.194	0.008	0.993
INDO	0.133	0.164	0.810	0.418
INDP	0.239	0.151	1.586	0.113
INDQ	0.365	0.159	2.286	0.022
INDR	-0.188	0.237	-0.791	0.429
INDS	0.187	0.245	0.763	0.445
INDT	-0.451	0.990	-0.455	0.649

2015 OLS results for gender gap with age control, level of education and industry

	Estimate	Std. Error	t value	Pr(>|t|)
FEMALE	-0.204	0.025	-8.074	0
AGE	0.064	0.006	10.101	0
SQAGE100	-0.636	0.070	-9.027	0
LOEHD	-1.030	0.152	-6.779	0
LOEHDO	-1.089	0.150	-7.263	0
LOEHE	-0.720	0.145	-4.963	0.00000
INDB	0.526	0.177	2.966	0.003
INDC	0.358	0.059	6.031	0
INDD	0.652	0.127	5.139	0.00000
INDE	0.419	0.101	4.144	0.00003
INDF	0.213	0.066	3.236	0.001
INDG	0.253	0.061	4.169	0.00003
INDH	0.356	0.066	5.381	0.00000
INDI	0.075	0.093	0.806	0.420
INDJ	0.800	0.106	7.551	0
INDK	0.444	0.117	3.786	0.0002
INDL	0.178	0.131	1.361	0.174
INDM	0.405	0.080	5.098	0.00000
INDN	0.227	0.082	2.778	0.005
INDO	0.535	0.069	7.721	0
INDP	0.532	0.064	8.370	0
INDQ	0.471	0.067	6.991	0
INDR	0.218	0.100	2.177	0.030
INDS	0.175	0.103	1.694	0.090
INDT	0.428	0.418	1.025	0.306

2019 Gender gap with age control, level of education and industry at 5th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.178	0.063	-2.816	0.005
AGE	0.141	0.016	8.927	0
SQAGE100	-1.352	0.173	-7.834	0
LOEHD	-3.680	0.389	-9.454	0
LOEHDO	-3.586	0.402	-8.928	0
LOEHE	-3.338	0.374	-8.919	0
INDB	-1.556	0.500	-3.112	0.002
INDC	0.549	0.165	3.334	0.001
INDD	0.262	0.344	0.762	0.446
INDE	0.508	0.287	1.774	0.076
INDF	0.348	0.187	1.859	0.063
INDG	-0.055	0.166	-0.329	0.742
INDH	0.333	0.180	1.851	0.064
INDI	0.054	0.226	0.238	0.812
INDJ	-0.169	0.249	-0.679	0.497
INDK	0.434	0.264	1.646	0.100
INDL	0.769	0.348	2.210	0.027
INDM	0.203	0.204	0.994	0.320
INDN	-0.435	0.202	-2.149	0.032
INDO	0.582	0.181	3.211	0.001
INDP	0.700	0.173	4.053	0.0001
INDQ	0.643	0.182	3.531	0.0004
INDR	0.367	0.254	1.446	0.148
INDS	0.124	0.267	0.463	0.644
INDT	0.918	0.966	0.950	0.342
INDU	1.842	1.914	0.962	0.336

2019 Gender gap with age control, level of education and industry at 10th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.152	0.028	-5.389	0.00000
AGE	0.094	0.007	13.358	0
SQAGE100	-0.902	0.077	-11.721	0
LOEHD	-1.922	0.173	-11.083	0
LOEHDO	-2.015	0.179	-11.257	0
LOEHE	-1.732	0.167	-10.388	0
INDB	0.183	0.223	0.821	0.412
INDC	0.305	0.073	4.148	0.00003
INDD	0.211	0.153	1.376	0.169
INDE	0.347	0.128	2.717	0.007
INDF	0.085	0.083	1.022	0.307
INDG	0.114	0.074	1.546	0.122
INDH	0.145	0.080	1.815	0.070
INDI	0.094	0.101	0.931	0.352
INDJ	0.289	0.111	2.601	0.009
INDK	0.502	0.118	4.268	0.00002
INDL	0.436	0.155	2.810	0.005
INDM	0.148	0.091	1.627	0.104
INDN	0.105	0.090	1.167	0.243
INDO	0.362	0.081	4.482	0.00001
INDP	0.377	0.077	4.901	0.00000
INDQ	0.407	0.081	5.019	0.00000
INDR	0.386	0.113	3.410	0.001
INDS	0.176	0.119	1.483	0.138
INDT	0.360	0.430	0.837	0.402
INDU	1.413	0.853	1.657	0.098

2019 Gender gap with age control, level of education and industry at 25th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.182	0.020	-8.906	0
AGE	0.052	0.005	10.202	0
SQAGE100	-0.536	0.056	-9.581	0
LOEHD	-0.432	0.126	-3.428	0.001
LOEHDO	-0.509	0.130	-3.908	0.0001
LOEHE	-0.215	0.121	-1.772	0.076
INDB	0.171	0.162	1.057	0.290
INDC	0.214	0.053	4.013	0.0001
INDD	0.381	0.111	3.419	0.001
INDE	0.247	0.093	2.658	0.008
INDF	0.176	0.061	2.900	0.004
INDG	0.078	0.054	1.454	0.146
INDH	0.073	0.058	1.261	0.207
INDI	0.033	0.073	0.451	0.652
INDJ	0.416	0.081	5.160	0.00000
INDK	0.661	0.085	7.730	0
INDL	0.223	0.113	1.982	0.048
INDM	0.215	0.066	3.252	0.001
INDN	0.072	0.066	1.100	0.271
INDO	0.410	0.059	6.978	0
INDP	0.293	0.056	5.235	0.00000
INDQ	0.282	0.059	4.784	0.00000
INDR	0.213	0.082	2.587	0.010
INDS	0.121	0.087	1.400	0.162
INDT	-0.055	0.313	-0.176	0.860
INDU	1.120	0.620	1.807	0.071

2019 Gender gap with age control, level of education and industry at 50th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.210	0.019	-11.333	0
AGE	0.050	0.005	10.832	0
SQAGE100	-0.523	0.051	-10.327	0
LOEHD	-0.072	0.114	-0.627	0.531
LOEHDO	-0.140	0.118	-1.190	0.234
LOEHE	0.239	0.110	2.177	0.030
INDB	0.126	0.147	0.856	0.392
INDC	0.188	0.048	3.892	0.0001
INDD	0.270	0.101	2.679	0.007
INDE	0.128	0.084	1.522	0.128
INDF	0.159	0.055	2.884	0.004
INDG	0.046	0.049	0.945	0.345
INDH	0.053	0.053	1.003	0.316
INDI	0.007	0.066	0.108	0.914
INDJ	0.555	0.073	7.592	0
INDK	0.638	0.077	8.238	0
INDL	-0.032	0.102	-0.309	0.758
INDM	0.315	0.060	5.259	0.00000
INDN	-0.006	0.059	-0.108	0.914
INDO	0.324	0.053	6.092	0
INDP	0.260	0.051	5.123	0.00000
INDQ	0.201	0.053	3.757	0.0002
INDR	0.104	0.075	1.391	0.164
INDS	0.057	0.078	0.733	0.463
INDT	-0.143	0.283	-0.504	0.614
INDU	0.768	0.562	1.368	0.172

2019 Gender gap with age control, level of education and industry at 75th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.253	0.020	-12.846	0
AGE	0.045	0.005	9.045	0
SQAGE100	-0.463	0.054	-8.605	0
LOEHD	0.351	0.121	2.895	0.004
LOEHDO	0.247	0.125	1.971	0.049
LOEHE	0.714	0.117	6.119	0
INDB	0.236	0.156	1.512	0.130
INDC	0.126	0.051	2.453	0.014
INDD	0.150	0.107	1.400	0.162
INDE	-0.026	0.089	-0.293	0.770
INDF	0.085	0.058	1.451	0.147
INDG	0.059	0.052	1.141	0.254
INDH	0.116	0.056	2.077	0.038
INDI	-0.022	0.071	-0.310	0.757
INDJ	0.598	0.078	7.701	0
INDK	0.610	0.082	7.417	0
INDL	0.025	0.108	0.231	0.817
INDM	0.369	0.064	5.808	0
INDN	-0.087	0.063	-1.374	0.169
INDO	0.265	0.056	4.687	0.00000
INDP	0.263	0.054	4.882	0.00000
INDQ	0.196	0.057	3.450	0.001
INDR	0.136	0.079	1.717	0.086
INDS	0.153	0.083	1.840	0.066
INDT	-0.330	0.301	-1.095	0.274
INDU	0.462	0.596	0.775	0.439

2019 Gender gap with age control, level of education and industry at 90th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.276	0.038	-7.209	0
AGE	0.047	0.010	4.866	0.00000
SQAGE100	-0.459	0.105	-4.386	0.00001
LOEHD	0.417	0.236	1.769	0.077
LOEHDO	0.369	0.243	1.516	0.130
LOEHE	0.942	0.227	4.154	0.00003
INDB	0.185	0.303	0.609	0.542
INDC	0.174	0.100	1.739	0.082
INDD	0.119	0.208	0.573	0.566
INDE	-0.001	0.174	-0.004	0.997
INDF	0.159	0.114	1.402	0.161
INDG	0.180	0.101	1.791	0.073
INDH	0.187	0.109	1.711	0.087
INDI	-0.024	0.137	-0.176	0.860
INDJ	0.769	0.151	5.093	0.00000
INDK	0.774	0.160	4.839	0.00000
INDL	0.223	0.211	1.058	0.290
INDM	0.575	0.124	4.652	0.00000
INDN	0.027	0.123	0.218	0.827
INDO	0.213	0.110	1.943	0.052
INDP	0.243	0.105	2.318	0.021
INDQ	0.353	0.110	3.195	0.001
INDR	0.206	0.154	1.340	0.180
INDS	0.293	0.162	1.812	0.070
INDT	-0.522	0.585	-0.891	0.373
INDU	0.121	1.160	0.104	0.917

2019 Gender gap with age control, level of education and industry at 95th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.317	0.052	-6.123	0
AGE	0.039	0.013	3.047	0.002
SQAGE100	-0.368	0.141	-2.604	0.009
LOEHD	0.674	0.319	2.115	0.034
LOEHDO	0.631	0.329	1.919	0.055
LOEHE	1.292	0.306	4.219	0.00003
INDB	1.310	0.409	3.201	0.001
INDC	0.212	0.135	1.571	0.116
INDD	0.144	0.281	0.512	0.609
INDE	-0.083	0.235	-0.354	0.723
INDF	0.367	0.153	2.393	0.017
INDG	0.256	0.136	1.885	0.060
INDH	0.235	0.147	1.595	0.111
INDI	0.048	0.185	0.259	0.796
INDJ	0.858	0.204	4.207	0.00003
INDK	0.814	0.216	3.767	0.0002
INDL	0.348	0.285	1.223	0.221
INDM	0.552	0.167	3.309	0.001
INDN	0.073	0.166	0.439	0.661
INDO	0.205	0.148	1.384	0.166
INDP	0.275	0.141	1.945	0.052
INDQ	0.438	0.149	2.936	0.003
INDR	0.236	0.208	1.133	0.257
INDS	0.347	0.219	1.588	0.112
INDT	-0.658	0.791	-0.832	0.406
INDU	-0.081	1.567	-0.052	0.959

2019 OLS results for gender gap with age control, level of education and industry

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.238	0.023	-10.317	0
AGE	0.063	0.006	10.984	0
SQAGE100	-0.636	0.063	-10.101	0
LOEHD	-0.511	0.142	-3.595	0.0003
LOEHDO	-0.570	0.147	-3.891	0.0001
LOEHE	-0.178	0.137	-1.302	0.193
INDB	0.152	0.182	0.834	0.404
INDC	0.211	0.060	3.501	0.0005
INDD	0.293	0.125	2.336	0.020
INDE	0.087	0.105	0.832	0.405
INDF	0.159	0.068	2.329	0.020
INDG	0.075	0.061	1.239	0.215
INDH	0.141	0.066	2.149	0.032
INDI	0.062	0.083	0.747	0.455
INDJ	0.516	0.091	5.671	0.00000
INDK	0.608	0.096	6.312	0
INDL	0.208	0.127	1.641	0.101
INDM	0.329	0.074	4.428	0.00001
INDN	-0.055	0.074	-0.739	0.460
INDO	0.360	0.066	5.443	0.00000
INDP	0.362	0.063	5.740	0
INDQ	0.323	0.066	4.865	0.00000
INDR	0.189	0.093	2.036	0.042
INDS	0.106	0.097	1.086	0.277
INDT	-0.142	0.352	-0.403	0.687
INDU	0.833	0.698	1.193	0.233

2015 Gender gap with age control, level of education, industry and occupation at 5th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.190	0.072	-2.649	0.008
AGE	0.076	0.015	4.932	0.00000
SQAGE100	-0.677	0.172	-3.947	0.0001
LOEHD	-1.237	1.293	-0.957	0.339
LOEHDO	-1.643	1.293	-1.270	0.204
LOEHE	-1.199	1.287	-0.932	0.352
INDB	0.728	0.444	1.637	0.102
INDC	0.461	0.190	2.423	0.015
INDD	0.937	0.332	2.818	0.005
INDE	0.554	0.272	2.037	0.042
INDF	-0.084	0.206	-0.408	0.683
INDG	0.480	0.195	2.464	0.014
INDH	0.465	0.197	2.357	0.018
INDI	-0.241	0.272	-0.888	0.375
INDJ	0.544	0.299	1.820	0.069
INDK	-0.387	0.317	-1.219	0.223
INDL	-0.249	0.340	-0.731	0.465
INDM	0.149	0.227	0.656	0.512
INDN	0.041	0.234	0.174	0.862
INDO	0.689	0.212	3.244	0.001
INDP	0.530	0.209	2.532	0.011
INDQ	0.714	0.224	3.192	0.001
INDR	-0.078	0.281	-0.279	0.781
INDS	-0.065	0.282	-0.232	0.817
INDT	1.223	1.025	1.194	0.233

2015 Gender gap with age control, level of education, industry and occupation at 5th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL0512	-1.261	1.415	-0.891	0.373
PL0513	-1.286	1.502	-0.856	0.392
PL05111	-2.304	1.243	-1.853	0.064
PL05112	-1.311	1.242	-1.056	0.291
PL05113	-0.979	1.243	-0.787	0.431
PL05114	-1.658	1.271	-1.304	0.192
PL05121	-0.759	1.242	-0.611	0.541
PL05122	-0.899	1.246	-0.722	0.471
PL05123	-0.453	1.241	-0.365	0.715
PL05124	-0.854	1.235	-0.691	0.489
PL05125	-0.582	1.273	-0.457	0.648
PL05126	-0.666	1.246	-0.534	0.593
PL05131	-0.786	1.247	-0.630	0.528
PL05132	-1.021	1.281	-0.797	0.426
PL05133	-0.966	1.237	-0.781	0.435
PL05134	-1.111	1.263	-0.880	0.379
PL05135	-0.805	1.356	-0.594	0.552
PL05141	-3.360	1.261	-2.666	0.008
PL05142	-0.926	1.268	-0.730	0.466
PL05143	-1.222	1.249	-0.979	0.328
PL05144	-1.414	1.275	-1.109	0.267
PL05151	-0.886	1.244	-0.712	0.477
PL05152	-1.354	1.241	-1.091	0.275
PL05153	-1.022	1.256	-0.813	0.416
PL05154	-1.083	1.246	-0.870	0.385

2015 Gender gap with age control, level of education, industry and occupation at 5th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-2.637	1.272	-2.073	0.038
PL05162	-0.900	1.382	-0.652	0.515
PL05171	-1.706	1.241	-1.374	0.169
PL05172	-1.391	1.240	-1.122	0.262
PL05173	-0.765	1.288	-0.594	0.553
PL05174	-1.105	1.251	-0.883	0.377
PL05175	-1.040	1.241	-0.838	0.402
PL05181	-1.637	1.244	-1.315	0.188
PL05182	-1.129	1.268	-0.890	0.374
PL05183	-1.036	1.237	-0.838	0.402
PL05191	-1.201	1.240	-0.968	0.333
PL05192	-0.986	1.263	-0.781	0.435
PL05193	-2.219	1.241	-1.789	0.074
PL05194	-1.695	1.326	-1.278	0.201
PL05195	-0.800	1.741	-0.460	0.646
PL05196	-1.897	1.244	-1.525	0.127

2015 Gender gap with age control, level of education, industry and occupation at 10th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.095	0.039	-2.467	0.014
AGE	0.082	0.008	9.836	0
SQAGE100	-0.766	0.092	-8.319	0
LOEHD	-1.066	0.694	-1.536	0.125
LOEHDO	-1.255	0.694	-1.808	0.071
LOEHE	-1.021	0.691	-1.478	0.139
INDB	0.275	0.239	1.152	0.249
INDC	0.203	0.102	1.988	0.047
INDD	0.496	0.178	2.782	0.005
INDE	0.398	0.146	2.731	0.006
INDF	-0.048	0.110	-0.434	0.664
INDG	0.135	0.105	1.292	0.196
INDH	0.166	0.106	1.569	0.117
INDI	-0.227	0.146	-1.556	0.120
INDJ	0.235	0.160	1.465	0.143
INDK	-0.112	0.170	-0.657	0.511
INDL	-0.138	0.183	-0.753	0.451
INDM	-0.131	0.122	-1.069	0.285
INDN	-0.114	0.126	-0.904	0.366
INDO	0.434	0.114	3.810	0.0001
INDP	0.266	0.112	2.363	0.018
INDQ	0.338	0.120	2.817	0.005
INDR	0.194	0.151	1.284	0.199
INDS	-0.292	0.151	-1.929	0.054
INDT	0.618	0.550	1.123	0.261

2015 Gender gap with age control, level of education, industry and occupation at 10th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL0512	-1.263	0.760	-1.663	0.096
PL0513	-1.375	0.806	-1.705	0.088
PL05111	-0.980	0.667	-1.468	0.142
PL05112	-0.540	0.666	-0.811	0.418
PL05113	-0.676	0.667	-1.013	0.311
PL05114	-1.061	0.682	-1.554	0.120
PL05121	-0.554	0.667	-0.831	0.406
PL05122	-0.677	0.669	-1.013	0.311
PL05123	-0.261	0.666	-0.391	0.696
PL05124	-0.643	0.663	-0.970	0.332
PL05125	-0.543	0.683	-0.795	0.426
PL05126	-0.514	0.669	-0.768	0.443
PL05131	-0.475	0.670	-0.710	0.478
PL05132	-0.899	0.688	-1.308	0.191
PL05133	-0.695	0.664	-1.047	0.295
PL05134	-0.935	0.678	-1.379	0.168
PL05135	-0.734	0.728	-1.008	0.313
PL05141	-1.911	0.677	-2.824	0.005
PL05142	-0.821	0.681	-1.207	0.228
PL05143	-0.923	0.670	-1.377	0.169
PL05144	-1.233	0.684	-1.801	0.072
PL05151	-0.804	0.668	-1.205	0.228
PL05152	-0.862	0.666	-1.295	0.195
PL05153	-0.852	0.674	-1.264	0.206
PL05154	-0.957	0.669	-1.432	0.152

2015 Gender gap with age control, level of education, industry and occupation at 10th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-2.677	0.683	-3.921	0.0001
PL05162	-0.859	0.742	-1.158	0.247
PL05171	-1.503	0.666	-2.256	0.024
PL05172	-0.806	0.666	-1.211	0.226
PL05173	-0.686	0.691	-0.993	0.321
PL05174	-0.733	0.672	-1.092	0.275
PL05175	-0.867	0.666	-1.301	0.193
PL05181	-0.906	0.668	-1.356	0.175
PL05182	-1.030	0.681	-1.513	0.130
PL05183	-0.785	0.664	-1.182	0.237
PL05191	-0.918	0.666	-1.379	0.168
PL05192	-1.081	0.678	-1.594	0.111
PL05193	-1.219	0.666	-1.831	0.067
PL05194	-0.768	0.712	-1.079	0.281
PL05195	-0.809	0.935	-0.865	0.387
PL05196	-1.439	0.668	-2.156	0.031

2015 Gender gap with age control, level of education, industry and occupation at 25th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.099	0.024	-4.106	0.00004
AGE	0.058	0.005	11.193	0
SQAGE100	-0.568	0.057	-9.885	0
LOEHD	-0.341	0.433	-0.787	0.431
LOEHDO	-0.438	0.433	-1.011	0.312
LOEHE	-0.272	0.431	-0.632	0.528
INDB	0.053	0.149	0.353	0.724
INDC	0.069	0.064	1.086	0.278
INDD	0.361	0.111	3.245	0.001
INDE	0.162	0.091	1.780	0.075
INDF	0.019	0.069	0.272	0.786
INDG	0.042	0.065	0.644	0.520
INDH	0.035	0.066	0.532	0.595
INDI	-0.047	0.091	-0.522	0.602
INDJ	0.324	0.100	3.245	0.001
INDK	0.134	0.106	1.259	0.208
INDL	-0.030	0.114	-0.260	0.795
INDM	0.032	0.076	0.422	0.673
INDN	0.080	0.078	1.025	0.306
INDO	0.289	0.071	4.070	0.00005
INDP	0.055	0.070	0.787	0.431
INDQ	0.124	0.075	1.650	0.099
INDR	-0.032	0.094	-0.337	0.736
INDS	-0.126	0.094	-1.334	0.182
INDT	0.292	0.343	0.850	0.395

2015 Gender gap with age control, level of education, industry and occupation at 25th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL0512	0.070	0.474	0.148	0.882
PL0513	-0.132	0.503	-0.262	0.793
PL05111	-0.557	0.416	-1.338	0.181
PL05112	-0.164	0.416	-0.395	0.693
PL05113	-0.114	0.416	-0.274	0.784
PL05114	-0.666	0.425	-1.564	0.118
PL05121	-0.163	0.416	-0.391	0.695
PL05122	-0.244	0.417	-0.586	0.558
PL05123	0.081	0.415	0.195	0.846
PL05124	-0.248	0.413	-0.600	0.549
PL05125	0.015	0.426	0.035	0.972
PL05126	-0.218	0.417	-0.522	0.601
PL05131	-0.103	0.417	-0.246	0.806
PL05132	-0.587	0.429	-1.369	0.171
PL05133	-0.420	0.414	-1.014	0.311
PL05134	-0.510	0.423	-1.207	0.228
PL05135	-0.025	0.454	-0.055	0.956
PL05141	-0.580	0.422	-1.374	0.169
PL05142	-0.380	0.424	-0.895	0.371
PL05143	-0.500	0.418	-1.196	0.232
PL05144	-0.583	0.427	-1.367	0.172
PL05151	-0.614	0.416	-1.474	0.141
PL05152	-0.603	0.415	-1.452	0.147
PL05153	-0.612	0.420	-1.455	0.146
PL05154	-0.772	0.417	-1.853	0.064

2015 Gender gap with age control, level of education, industry and occupation at 25th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-1.780	0.426	-4.183	0.00003
PL05162	-0.681	0.462	-1.472	0.141
PL05171	-0.605	0.415	-1.458	0.145
PL05172	-0.499	0.415	-1.202	0.229
PL05173	-0.480	0.431	-1.114	0.265
PL05174	-0.326	0.419	-0.779	0.436
PL05175	-0.589	0.415	-1.418	0.156
PL05181	-0.485	0.416	-1.164	0.245
PL05182	-0.440	0.424	-1.037	0.300
PL05183	-0.488	0.414	-1.180	0.238
PL05191	-0.654	0.415	-1.575	0.115
PL05192	-0.727	0.423	-1.720	0.086
PL05193	-0.758	0.415	-1.826	0.068
PL05194	-0.680	0.444	-1.533	0.125
PL05195	-0.942	0.583	-1.616	0.106
PL05196	-0.741	0.416	-1.780	0.075

2015 Gender gap with age control, level of education, industry and occupation at 50th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.146	0.022	-6.586	0
AGE	0.041	0.005	8.508	0
SQAGE100	-0.416	0.053	-7.813	0
LOEHD	0.336	0.401	0.837	0.403
LOEHDO	0.297	0.401	0.742	0.458
LOEHE	0.414	0.399	1.037	0.300
INDB	0.333	0.138	2.417	0.016
INDC	0.223	0.059	3.779	0.0002
INDD	0.421	0.103	4.083	0.00005
INDE	0.272	0.084	3.231	0.001
INDF	0.192	0.064	3.005	0.003
INDG	0.143	0.060	2.359	0.018
INDH	0.182	0.061	2.985	0.003
INDI	0.111	0.084	1.317	0.188
INDJ	0.306	0.093	3.310	0.001
INDK	0.255	0.098	2.587	0.010
INDL	0.018	0.105	0.169	0.866
INDM	0.087	0.071	1.234	0.217
INDN	0.232	0.073	3.196	0.001
INDO	0.352	0.066	5.352	0.00000
INDP	0.077	0.065	1.192	0.233
INDQ	0.139	0.069	2.011	0.044
INDR	0.012	0.087	0.134	0.893
INDS	0.165	0.087	1.885	0.060
INDT	0.608	0.318	1.915	0.056

2015 Gender gap with age control, level of education, industry and occupation at 50th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL0512	-0.135	0.439	-0.308	0.758
PL0513	-0.404	0.466	-0.868	0.385
PL05111	-0.173	0.385	-0.449	0.654
PL05112	0.071	0.385	0.184	0.854
PL05113	-0.067	0.385	-0.175	0.861
PL05114	-0.447	0.394	-1.133	0.257
PL05121	-0.180	0.385	-0.468	0.639
PL05122	-0.152	0.386	-0.393	0.694
PL05123	0.172	0.385	0.448	0.654
PL05124	-0.212	0.383	-0.554	0.579
PL05125	0.109	0.394	0.275	0.783
PL05126	-0.275	0.386	-0.711	0.477
PL05131	-0.162	0.387	-0.418	0.676
PL05132	-0.458	0.397	-1.154	0.248
PL05133	-0.306	0.383	-0.798	0.425
PL05134	-0.584	0.391	-1.491	0.136
PL05135	-0.243	0.420	-0.579	0.563
PL05141	-0.543	0.391	-1.390	0.165
PL05142	-0.408	0.393	-1.038	0.299
PL05143	-0.440	0.387	-1.137	0.255
PL05144	-0.682	0.395	-1.726	0.084
PL05151	-0.642	0.386	-1.664	0.096
PL05152	-0.664	0.385	-1.727	0.084
PL05153	-0.628	0.389	-1.613	0.107
PL05154	-0.830	0.386	-2.150	0.032

2015 Gender gap with age control, level of education, industry and occupation at 50th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.845	0.394	-2.143	0.032
PL05162	-0.610	0.428	-1.425	0.154
PL05171	-0.571	0.385	-1.483	0.138
PL05172	-0.453	0.384	-1.179	0.238
PL05173	-0.316	0.399	-0.791	0.429
PL05174	-0.353	0.388	-0.911	0.362
PL05175	-0.659	0.385	-1.712	0.087
PL05181	-0.484	0.386	-1.255	0.209
PL05182	-0.564	0.393	-1.434	0.152
PL05183	-0.493	0.383	-1.286	0.198
PL05191	-0.764	0.384	-1.988	0.047
PL05192	-0.699	0.392	-1.785	0.074
PL05193	-0.730	0.385	-1.897	0.058
PL05194	-0.814	0.411	-1.981	0.048
PL05195	-0.768	0.540	-1.423	0.155
PL05196	-0.809	0.386	-2.098	0.036

2015 Gender gap with age control, level of education, industry and occupation at 75th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.235	0.023	-10.153	0
AGE	0.036	0.005	7.334	0
SQAGE100	-0.391	0.055	-7.078	0
LOEHD	0.652	0.417	1.565	0.118
LOEHDO	0.613	0.416	1.471	0.141
LOEHE	0.747	0.415	1.802	0.072
INDB	0.214	0.143	1.497	0.134
INDC	0.185	0.061	3.019	0.003
INDD	0.245	0.107	2.292	0.022
INDE	0.166	0.088	1.899	0.058
INDF	0.100	0.066	1.503	0.133
INDG	0.005	0.063	0.084	0.933
INDH	0.131	0.064	2.070	0.039
INDI	-0.016	0.088	-0.187	0.851
INDJ	0.287	0.096	2.984	0.003
INDK	0.219	0.102	2.143	0.032
INDL	-0.180	0.110	-1.639	0.101
INDM	0.067	0.073	0.913	0.361
INDN	0.099	0.076	1.309	0.191
INDO	0.135	0.068	1.976	0.048
INDP	-0.022	0.067	-0.320	0.749
INDQ	0.060	0.072	0.837	0.403
INDR	-0.073	0.090	-0.802	0.423
INDS	0.038	0.091	0.414	0.679
INDT	0.561	0.330	1.700	0.089

2015 Gender gap with age control, level of education, industry and occupation at 75th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL0512	0.023	0.456	0.051	0.959
PL0513	-0.215	0.484	-0.444	0.657
PL05111	0.200	0.401	0.500	0.617
PL05112	0.482	0.400	1.205	0.228
PL05113	0.269	0.400	0.671	0.502
PL05114	0.227	0.409	0.555	0.579
PL05121	0.183	0.400	0.458	0.647
PL05122	0.228	0.401	0.568	0.570
PL05123	0.477	0.400	1.194	0.233
PL05124	0.099	0.398	0.249	0.804
PL05125	0.187	0.410	0.457	0.648
PL05126	-0.006	0.401	-0.015	0.988
PL05131	-0.036	0.402	-0.090	0.928
PL05132	-0.081	0.413	-0.197	0.844
PL05133	-0.003	0.398	-0.007	0.995
PL05134	-0.303	0.407	-0.746	0.456
PL05135	0.195	0.437	0.446	0.656
PL05141	-0.236	0.406	-0.582	0.561
PL05142	-0.272	0.408	-0.665	0.506
PL05143	-0.134	0.402	-0.333	0.739
PL05144	-0.408	0.411	-0.993	0.321
PL05151	-0.365	0.401	-0.911	0.362
PL05152	-0.473	0.400	-1.183	0.237
PL05153	-0.424	0.405	-1.049	0.294
PL05154	-0.467	0.401	-1.164	0.244

2015 Gender gap with age control, level of education, industry and occupation at 75th percentile- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.613	0.410	-1.497	0.134
PL05162	-0.414	0.445	-0.931	0.352
PL05171	-0.401	0.400	-1.004	0.316
PL05172	-0.279	0.399	-0.700	0.484
PL05173	-0.131	0.415	-0.315	0.753
PL05174	-0.179	0.403	-0.445	0.656
PL05175	-0.454	0.400	-1.136	0.256
PL05181	-0.326	0.401	-0.814	0.416
PL05182	-0.364	0.408	-0.892	0.372
PL05183	-0.284	0.398	-0.712	0.477
PL05191	-0.590	0.399	-1.478	0.139
PL05192	-0.532	0.407	-1.308	0.191
PL05193	-0.544	0.400	-1.362	0.173
PL05194	-0.595	0.427	-1.392	0.164
PL05195	-0.718	0.561	-1.280	0.201
PL05196	-0.592	0.401	-1.477	0.140

2015 Gender gap with age control, level of education, industry and occupation at 90th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.295	0.030	-9.907	0
AGE	0.036	0.006	5.581	0.00000
SQAGE100	-0.378	0.071	-5.300	0.00000
LOEHD	0.745	0.537	1.387	0.166
LOEHDO	0.755	0.537	1.407	0.160
LOEHE	0.854	0.534	1.598	0.110
INDB	0.161	0.185	0.875	0.382
INDC	0.222	0.079	2.810	0.005
INDD	0.296	0.138	2.146	0.032
INDE	0.166	0.113	1.469	0.142
INDF	0.109	0.085	1.275	0.202
INDG	0.015	0.081	0.188	0.851
INDH	0.111	0.082	1.353	0.176
INDI	0.055	0.113	0.490	0.624
INDJ	0.362	0.124	2.919	0.004
INDK	0.140	0.132	1.062	0.288
INDL	-0.106	0.141	-0.749	0.454
INDM	0.144	0.094	1.526	0.127
INDN	0.249	0.097	2.554	0.011
INDO	0.037	0.088	0.415	0.678
INDP	-0.040	0.087	-0.464	0.643
INDQ	0.136	0.093	1.462	0.144
INDR	0.012	0.117	0.101	0.920
INDS	0.013	0.117	0.110	0.912
INDT	0.272	0.425	0.638	0.523

2015 Gender gap with age control, level of education, industry and occupation at 90th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL0512	0.139	0.588	0.237	0.812
PL0513	-0.254	0.624	-0.407	0.684
PL05111	0.834	0.516	1.617	0.106
PL05112	0.593	0.515	1.150	0.250
PL05113	0.654	0.516	1.268	0.205
PL05114	0.581	0.528	1.102	0.271
PL05121	0.338	0.516	0.655	0.512
PL05122	0.483	0.517	0.935	0.350
PL05123	0.726	0.515	1.409	0.159
PL05124	0.381	0.513	0.744	0.457
PL05125	0.267	0.528	0.506	0.613
PL05126	0.256	0.517	0.494	0.621
PL05131	0.168	0.518	0.324	0.746
PL05132	0.026	0.532	0.048	0.962
PL05133	0.191	0.514	0.372	0.710
PL05134	0.128	0.524	0.245	0.806
PL05135	0.093	0.563	0.165	0.869
PL05141	-0.014	0.523	-0.027	0.979
PL05142	-0.114	0.526	-0.217	0.828
PL05143	-0.051	0.518	-0.098	0.922
PL05144	-0.193	0.529	-0.366	0.715
PL05151	-0.192	0.516	-0.371	0.711
PL05152	-0.301	0.515	-0.584	0.559
PL05153	-0.180	0.521	-0.346	0.729
PL05154	-0.284	0.517	-0.550	0.582

2015 Gender gap with age control, level of education, industry and occupation at 90th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.458	0.528	-0.867	0.386
PL05162	0.538	0.574	0.938	0.348
PL05171	-0.250	0.515	-0.485	0.628
PL05172	-0.142	0.515	-0.276	0.783
PL05173	-0.242	0.534	-0.453	0.651
PL05174	-0.099	0.519	-0.191	0.849
PL05175	-0.393	0.515	-0.763	0.445
PL05181	-0.210	0.517	-0.406	0.685
PL05182	-0.333	0.526	-0.632	0.528
PL05183	-0.108	0.513	-0.211	0.833
PL05191	-0.500	0.515	-0.971	0.332
PL05192	-0.297	0.524	-0.566	0.571
PL05193	-0.413	0.515	-0.801	0.423
PL05194	-0.519	0.551	-0.942	0.346
PL05195	-0.776	0.723	-1.074	0.283
PL05196	-0.400	0.516	-0.775	0.439

2015 Gender gap with age control, level of education, industry and occupation at 95th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.362	0.057	-6.375	0
AGE	0.052	0.012	4.254	0.00002
SQAGE100	-0.552	0.136	-4.072	0.00005
LOEHD	0.499	1.022	0.488	0.626
LOEHDO	0.557	1.022	0.545	0.586
LOEHE	0.605	1.017	0.595	0.552
INDB	0.193	0.351	0.549	0.583
INDC	0.143	0.150	0.954	0.340
INDD	0.173	0.263	0.659	0.510
INDE	-0.055	0.215	-0.256	0.798
INDF	0.027	0.163	0.167	0.868
INDG	-0.105	0.154	-0.681	0.496
INDH	0.007	0.156	0.046	0.964
INDI	-0.105	0.215	-0.488	0.626
INDJ	0.543	0.236	2.299	0.022
INDK	0.137	0.251	0.544	0.586
INDL	0.012	0.269	0.044	0.965
INDM	0.176	0.180	0.976	0.329
INDN	0.251	0.185	1.355	0.175
INDO	-0.062	0.168	-0.368	0.713
INDP	-0.127	0.166	-0.768	0.442
INDQ	0.040	0.177	0.226	0.821
INDR	-0.143	0.222	-0.645	0.519
INDS	0.257	0.223	1.154	0.249
INDT	0.117	0.810	0.145	0.885

2015 Gender gap with age control, level of education, industry and occupation at 95th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL0512	0.125	1.119	0.112	0.911
PL0513	-0.329	1.187	-0.277	0.782
PL05111	0.989	0.983	1.007	0.314
PL05112	0.909	0.981	0.927	0.354
PL05113	0.738	0.982	0.751	0.453
PL05114	0.704	1.005	0.701	0.484
PL05121	0.478	0.982	0.487	0.626
PL05122	0.741	0.985	0.752	0.452
PL05123	0.972	0.981	0.991	0.322
PL05124	0.587	0.976	0.602	0.547
PL05125	0.486	1.006	0.483	0.629
PL05126	0.364	0.985	0.370	0.712
PL05131	0.549	0.986	0.557	0.578
PL05132	0.103	1.012	0.102	0.919
PL05133	0.311	0.978	0.318	0.750
PL05134	0.380	0.998	0.381	0.703
PL05135	1.137	1.071	1.062	0.289
PL05141	0.091	0.996	0.091	0.928
PL05142	0.082	1.002	0.082	0.935
PL05143	0.080	0.987	0.081	0.936
PL05144	0.056	1.008	0.056	0.955
PL05151	0.050	0.983	0.051	0.959
PL05152	-0.087	0.981	-0.088	0.930
PL05153	0.290	0.993	0.292	0.770
PL05154	-0.105	0.985	-0.107	0.915

2015 Gender gap with age control, level of education, industry and occupation at 95th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.490	1.005	-0.488	0.626
PL05162	0.481	1.092	0.441	0.659
PL05171	0.161	0.981	0.164	0.870
PL05172	0.093	0.980	0.095	0.925
PL05173	-0.114	1.018	-0.112	0.911
PL05174	-0.053	0.989	-0.054	0.957
PL05175	-0.237	0.981	-0.242	0.809
PL05181	-0.042	0.984	-0.043	0.966
PL05182	-0.265	1.002	-0.265	0.791
PL05183	0.059	0.978	0.060	0.952
PL05191	-0.173	0.980	-0.177	0.860
PL05192	-0.069	0.998	-0.069	0.945
PL05193	-0.236	0.981	-0.241	0.810
PL05194	0.178	1.048	0.170	0.865
PL05195	-0.703	1.376	-0.511	0.609
PL05196	-0.299	0.983	-0.304	0.761

2015 OLS results for gender gap with age control, level of education, industry and occupation

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.196	0.028	-6.993	0
AGE	0.053	0.006	8.822	0
SQAGE100	-0.531	0.067	-7.921	0
LOEHD	-0.097	0.506	-0.192	0.848
LOEHDO	-0.144	0.505	-0.286	0.775
LOEHE	0.013	0.503	0.025	0.980
INDB	0.282	0.174	1.622	0.105
INDC	0.183	0.074	2.459	0.014
INDD	0.386	0.130	2.971	0.003
INDE	0.192	0.106	1.811	0.070
INDF	0.045	0.080	0.565	0.572
INDG	0.055	0.076	0.728	0.467
INDH	0.113	0.077	1.462	0.144
INDI	-0.090	0.106	-0.845	0.398
INDJ	0.350	0.117	2.999	0.003
INDK	0.090	0.124	0.721	0.471
INDL	-0.036	0.133	-0.268	0.789
INDM	0.031	0.089	0.348	0.728
INDN	0.135	0.092	1.475	0.140
INDO	0.293	0.083	3.533	0.0004
INDP	0.087	0.082	1.064	0.288
INDQ	0.168	0.087	1.924	0.054
INDR	-0.060	0.110	-0.546	0.585
INDS	-0.018	0.110	-0.163	0.871
INDT	0.638	0.401	1.594	0.111

2015 OLS results for gender gap with age control, level of education, industry and occupation- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL0512	-0.182	0.553	-0.330	0.742
PL0513	-0.499	0.587	-0.849	0.396
PL05111	-0.206	0.486	-0.423	0.672
PL05112	0.071	0.485	0.147	0.883
PL05113	0.055	0.486	0.113	0.910
PL05114	-0.152	0.497	-0.305	0.760
PL05121	-0.016	0.486	-0.034	0.973
PL05122	-0.026	0.487	-0.054	0.957
PL05123	0.296	0.485	0.611	0.541
PL05124	-0.034	0.483	-0.070	0.944
PL05125	0.021	0.497	0.042	0.967
PL05126	-0.058	0.487	-0.119	0.906
PL05131	-0.065	0.488	-0.133	0.894
PL05132	-0.317	0.501	-0.632	0.527
PL05133	-0.220	0.484	-0.455	0.649
PL05134	-0.327	0.494	-0.662	0.508
PL05135	0.021	0.530	0.040	0.968
PL05141	-0.589	0.493	-1.194	0.232
PL05142	-0.289	0.496	-0.583	0.560
PL05143	-0.361	0.488	-0.740	0.459
PL05144	-0.523	0.498	-1.048	0.294
PL05151	-0.419	0.486	-0.861	0.389
PL05152	-0.518	0.485	-1.069	0.285
PL05153	-0.472	0.491	-0.962	0.336
PL05154	-0.620	0.487	-1.274	0.203

2015 OLS results for gender gap with age control, level of education, industry and occupation- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-1.167	0.497	-2.348	0.019
PL05162	-0.351	0.540	-0.651	0.515
PL05171	-0.546	0.485	-1.126	0.260
PL05172	-0.395	0.485	-0.815	0.415
PL05173	-0.270	0.503	-0.536	0.592
PL05174	-0.252	0.489	-0.516	0.606
PL05175	-0.524	0.485	-1.080	0.280
PL05181	-0.436	0.486	-0.896	0.371
PL05182	-0.493	0.496	-0.994	0.320
PL05183	-0.372	0.483	-0.769	0.442
PL05191	-0.592	0.485	-1.221	0.222
PL05192	-0.592	0.494	-1.199	0.230
PL05193	-0.720	0.485	-1.484	0.138
PL05194	-0.609	0.518	-1.174	0.241
PL05195	-0.804	0.681	-1.181	0.237
PL05196	-0.750	0.486	-1.543	0.123

2019 Gender gap with age control, level of education, industry and occupation at 5th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.170	0.072	-2.376	0.018
AGE	0.135	0.015	8.824	0
SQAGE100	-1.259	0.167	-7.539	0
LOEHD	-1.547	1.353	-1.144	0.253
LOEHDO	-1.613	1.357	-1.189	0.235
LOEHE	-1.381	1.348	-1.025	0.305
INDB	-2.118	0.494	-4.287	0.00002
INDC	0.038	0.204	0.187	0.852
INDD	-0.064	0.353	-0.180	0.857
INDE	0.200	0.300	0.667	0.505
INDF	-0.234	0.224	-1.046	0.296
INDG	-0.678	0.205	-3.311	0.001
INDH	-0.210	0.211	-0.998	0.318
INDI	-0.233	0.267	-0.873	0.383
INDJ	-0.515	0.286	-1.800	0.072
INDK	-0.289	0.288	-1.004	0.315
INDL	0.205	0.355	0.577	0.564
INDM	-0.552	0.232	-2.381	0.017
INDN	-1.116	0.235	-4.751	0.00000
INDO	0.083	0.216	0.386	0.700
INDP	0.161	0.222	0.723	0.470
INDQ	-0.145	0.229	-0.634	0.526
INDR	0.156	0.279	0.561	0.575
INDS	-0.411	0.287	-1.430	0.153
INDT	0.483	0.937	0.515	0.606
INDU	1.087	1.840	0.591	0.555

2019 Gender gap with age control, level of education, industry and occupation at 5th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05102	-0.415	1.665	-0.249	0.803
PL05103	0.186	1.666	0.112	0.911
PL05111	-1.299	1.302	-0.998	0.318
PL05112	-0.948	1.303	-0.728	0.467
PL05113	-1.206	1.306	-0.924	0.356
PL05114	-3.251	1.338	-2.431	0.015
PL05121	-1.099	1.303	-0.844	0.399
PL05122	-0.789	1.305	-0.604	0.546
PL05123	-1.010	1.305	-0.774	0.439
PL05124	-1.186	1.297	-0.915	0.360
PL05125	-1.034	1.316	-0.785	0.432
PL05126	-1.411	1.305	-1.081	0.280
PL05131	-1.057	1.310	-0.807	0.420
PL05132	-2.253	1.329	-1.695	0.090
PL05133	-1.180	1.301	-0.907	0.365
PL05134	-1.248	1.321	-0.944	0.345
PL05135	-2.688	1.411	-1.906	0.057
PL05141	-1.695	1.353	-1.253	0.210
PL05142	-1.222	1.325	-0.922	0.357
PL05143	-1.180	1.308	-0.902	0.367
PL05144	-1.514	1.322	-1.145	0.252
PL05151	-1.333	1.305	-1.021	0.307
PL05152	-1.325	1.303	-1.018	0.309
PL05153	-1.434	1.317	-1.089	0.276
PL05154	-1.545	1.305	-1.184	0.237

2019 Gender gap with age control, level of education, industry and occupation at 5th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-3.391	1.340	-2.530	0.011
PL05162	-1.300	1.594	-0.815	0.415
PL05163	-1.018	2.245	-0.454	0.650
PL05171	-1.660	1.305	-1.273	0.203
PL05172	-1.262	1.304	-0.968	0.333
PL05173	-3.166	1.362	-2.324	0.020
PL05174	-1.739	1.323	-1.315	0.189
PL05175	-1.356	1.304	-1.040	0.298
PL05181	-1.758	1.308	-1.344	0.179
PL05182	-1.888	1.330	-1.420	0.156
PL05183	-1.364	1.299	-1.050	0.294
PL05191	-1.751	1.302	-1.345	0.179
PL05192	-2.084	1.329	-1.567	0.117
PL05193	-1.497	1.302	-1.150	0.250
PL05194	-2.018	1.345	-1.501	0.133
PL05195	-0.776	2.240	-0.346	0.729
PL05196	-1.831	1.307	-1.401	0.161

2019 Gender gap with age control, level of education, industry and occupation at 10th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.104	0.040	-2.592	0.010
AGE	0.091	0.009	10.621	0
SQAGE100	-0.863	0.094	-9.209	0
LOEHD	-0.450	0.760	-0.592	0.554
LOEHDO	-0.518	0.762	-0.680	0.496
LOEHE	-0.313	0.757	-0.413	0.679
INDB	0.064	0.277	0.232	0.817
INDC	0.137	0.115	1.194	0.232
INDD	-0.010	0.198	-0.048	0.962
INDE	0.169	0.169	1.005	0.315
INDF	-0.121	0.126	-0.963	0.335
INDG	-0.105	0.115	-0.912	0.362
INDH	-0.081	0.118	-0.681	0.496
INDI	0.003	0.150	0.020	0.984
INDJ	-0.014	0.161	-0.090	0.928
INDK	0.127	0.162	0.785	0.433
INDL	0.202	0.199	1.013	0.311
INDM	-0.295	0.130	-2.262	0.024
INDN	-0.091	0.132	-0.687	0.492
INDO	0.204	0.121	1.682	0.093
INDP	0.139	0.125	1.114	0.265
INDQ	0.112	0.129	0.873	0.383
INDR	0.119	0.156	0.760	0.447
INDS	-0.121	0.161	-0.752	0.452
INDT	0.292	0.526	0.555	0.579
INDU	1.041	1.033	1.008	0.314

2019 Gender gap with age control, level of education, industry and occupation at 10th percentile- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05102	-0.429	0.935	-0.458	0.647
PL05103	-0.156	0.936	-0.167	0.867
PL05111	-1.030	0.731	-1.409	0.159
PL05112	-0.969	0.732	-1.324	0.186
PL05113	-1.008	0.733	-1.375	0.169
PL05114	-1.400	0.751	-1.864	0.062
PL05121	-0.827	0.732	-1.130	0.259
PL05122	-0.902	0.733	-1.231	0.218
PL05123	-0.789	0.733	-1.078	0.281
PL05124	-0.947	0.728	-1.300	0.194
PL05125	-0.947	0.739	-1.282	0.200
PL05126	-1.054	0.733	-1.439	0.150
PL05131	-0.906	0.736	-1.232	0.218
PL05132	-1.712	0.746	-2.294	0.022
PL05133	-1.063	0.731	-1.455	0.146
PL05134	-1.292	0.742	-1.742	0.082
PL05135	-2.864	0.792	-3.616	0.0003
PL05141	-1.249	0.760	-1.643	0.100
PL05142	-1.175	0.744	-1.579	0.115
PL05143	-1.093	0.735	-1.488	0.137
PL05144	-1.424	0.742	-1.919	0.055
PL05151	-1.173	0.733	-1.600	0.110
PL05152	-1.268	0.731	-1.734	0.083
PL05153	-1.319	0.739	-1.784	0.074
PL05154	-1.336	0.733	-1.823	0.068

2019 Gender gap with age control, level of education, industry and occupation at 10th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-2.190	0.753	-2.909	0.004
PL05162	-1.192	0.895	-1.332	0.183
PL05163	-1.238	1.261	-0.982	0.326
PL05171	-1.353	0.733	-1.847	0.065
PL05172	-1.135	0.732	-1.550	0.121
PL05173	-1.255	0.765	-1.641	0.101
PL05174	-1.279	0.743	-1.722	0.085
PL05175	-1.262	0.732	-1.723	0.085
PL05181	-1.263	0.734	-1.720	0.086
PL05182	-1.289	0.747	-1.726	0.084
PL05183	-1.194	0.730	-1.637	0.102
PL05191	-1.433	0.731	-1.960	0.050
PL05192	-1.511	0.747	-2.023	0.043
PL05193	-1.309	0.731	-1.789	0.074
PL05194	-1.544	0.755	-2.046	0.041
PL05195	-0.750	1.258	-0.596	0.551
PL05196	-1.386	0.734	-1.889	0.059

2019 Gender gap with age control, level of education, industry and occupation at 25th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.132	0.020	-6.771	0
AGE	0.055	0.004	13.121	0
SQAGE100	-0.549	0.046	-12.023	0
LOEHD	0.432	0.370	1.168	0.243
LOEHDO	0.347	0.371	0.936	0.349
LOEHE	0.490	0.368	1.330	0.184
INDB	0.029	0.135	0.214	0.831
INDC	0.161	0.056	2.887	0.004
INDD	0.162	0.097	1.673	0.094
INDE	0.203	0.082	2.472	0.013
INDF	0.008	0.061	0.125	0.900
INDG	0.013	0.056	0.238	0.812
INDH	-0.043	0.058	-0.752	0.452
INDI	0.065	0.073	0.892	0.372
INDJ	0.192	0.078	2.457	0.014
INDK	0.383	0.079	4.859	0.00000
INDL	0.195	0.097	2.012	0.044
INDM	0.003	0.063	0.048	0.962
INDN	0.080	0.064	1.245	0.213
INDO	0.213	0.059	3.606	0.0003
INDP	0.137	0.061	2.256	0.024
INDQ	0.166	0.063	2.644	0.008
INDR	0.120	0.076	1.573	0.116
INDS	0.074	0.078	0.942	0.346
INDT	0.043	0.256	0.166	0.868
INDU	1.027	0.503	2.041	0.041

2019 Gender gap with age control, level of education, industry and occupation at 25th percentile- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05102	-0.291	0.455	-0.640	0.522
PL05103	-0.335	0.455	-0.735	0.462
PL05111	-0.592	0.356	-1.664	0.096
PL05112	-0.504	0.356	-1.416	0.157
PL05113	-0.495	0.357	-1.388	0.165
PL05114	-0.903	0.366	-2.468	0.014
PL05121	-0.401	0.356	-1.124	0.261
PL05122	-0.507	0.357	-1.421	0.155
PL05123	-0.380	0.357	-1.066	0.287
PL05124	-0.520	0.354	-1.467	0.142
PL05125	-0.535	0.360	-1.488	0.137
PL05126	-0.545	0.357	-1.528	0.127
PL05131	-0.438	0.358	-1.223	0.221
PL05132	-0.773	0.363	-2.127	0.033
PL05133	-0.773	0.356	-2.173	0.030
PL05134	-0.878	0.361	-2.430	0.015
PL05135	-1.049	0.386	-2.721	0.007
PL05141	-0.781	0.370	-2.111	0.035
PL05142	-0.729	0.362	-2.012	0.044
PL05143	-0.715	0.358	-2.000	0.046
PL05144	-0.828	0.361	-2.293	0.022
PL05151	-0.865	0.357	-2.423	0.015
PL05152	-0.914	0.356	-2.567	0.010
PL05153	-0.925	0.360	-2.569	0.010
PL05154	-0.953	0.357	-2.670	0.008

2019 Gender gap with age control, level of education, industry and occupation at 25th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-1.140	0.366	-3.110	0.002
PL05162	-0.808	0.436	-1.853	0.064
PL05163	-1.241	0.614	-2.021	0.043
PL05171	-0.835	0.357	-2.340	0.019
PL05172	-0.672	0.356	-1.887	0.059
PL05173	-0.652	0.372	-1.752	0.080
PL05174	-0.696	0.362	-1.926	0.054
PL05175	-0.888	0.356	-2.493	0.013
PL05181	-0.833	0.357	-2.329	0.020
PL05182	-0.835	0.364	-2.298	0.022
PL05183	-0.809	0.355	-2.278	0.023
PL05191	-0.975	0.356	-2.739	0.006
PL05192	-1.100	0.363	-3.028	0.002
PL05193	-0.975	0.356	-2.739	0.006
PL05194	-1.273	0.368	-3.464	0.001
PL05195	-0.630	0.612	-1.029	0.303
PL05196	-1.038	0.357	-2.906	0.004

2019 Gender gap with age control, level of education, industry and occupation at 50th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.174	0.017	-10.131	0
AGE	0.036	0.004	9.770	0
SQAGE100	-0.375	0.040	-9.378	0
LOEHD	0.882	0.324	2.722	0.007
LOEHDO	0.818	0.325	2.515	0.012
LOEHE	0.985	0.323	3.050	0.002
INDB	0.019	0.118	0.160	0.873
INDC	0.115	0.049	2.351	0.019
INDD	0.116	0.085	1.374	0.170
INDE	0.047	0.072	0.660	0.509
INDF	0.016	0.054	0.294	0.769
INDG	-0.009	0.049	-0.178	0.858
INDH	-0.008	0.050	-0.154	0.878
INDI	0.0002	0.064	0.003	0.997
INDJ	0.252	0.068	3.674	0.0002
INDK	0.420	0.069	6.078	0
INDL	-0.041	0.085	-0.481	0.630
INDM	0.086	0.056	1.547	0.122
INDN	-0.048	0.056	-0.848	0.396
INDO	0.125	0.052	2.419	0.016
INDP	-0.017	0.053	-0.311	0.755
INDQ	0.008	0.055	0.139	0.890
INDR	-0.071	0.067	-1.066	0.286
INDS	-0.012	0.069	-0.180	0.857
INDT	-0.306	0.225	-1.363	0.173
INDU	0.665	0.441	1.509	0.131

2019 Gender gap with age control, level of education, industry and occupation at 50th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05102	-0.131	0.399	-0.327	0.743
PL05103	-0.294	0.399	-0.738	0.461
PL05111	-0.043	0.312	-0.139	0.890
PL05112	-0.056	0.312	-0.179	0.858
PL05113	0.017	0.313	0.054	0.957
PL05114	-0.526	0.320	-1.641	0.101
PL05121	-0.123	0.312	-0.393	0.695
PL05122	-0.037	0.313	-0.120	0.905
PL05123	0.046	0.312	0.148	0.882
PL05124	-0.125	0.311	-0.401	0.688
PL05125	-0.124	0.315	-0.392	0.695
PL05126	-0.139	0.313	-0.445	0.656
PL05131	-0.202	0.314	-0.645	0.519
PL05132	-0.315	0.318	-0.991	0.322
PL05133	-0.344	0.312	-1.104	0.269
PL05134	-0.489	0.317	-1.545	0.122
PL05135	-0.561	0.338	-1.661	0.097
PL05141	-0.438	0.324	-1.351	0.177
PL05142	-0.383	0.317	-1.207	0.228
PL05143	-0.430	0.313	-1.373	0.170
PL05144	-0.611	0.317	-1.928	0.054
PL05151	-0.528	0.313	-1.689	0.091
PL05152	-0.583	0.312	-1.868	0.062
PL05153	-0.548	0.315	-1.737	0.083
PL05154	-0.525	0.313	-1.678	0.093

2019 Gender gap with age control, level of education, industry and occupation at 50th percentile- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.741	0.321	-2.308	0.021
PL05162	-0.808	0.382	-2.116	0.034
PL05163	-1.296	0.538	-2.410	0.016
PL05171	-0.451	0.313	-1.443	0.149
PL05172	-0.371	0.312	-1.189	0.234
PL05173	-0.354	0.326	-1.086	0.277
PL05174	-0.366	0.317	-1.154	0.249
PL05175	-0.537	0.312	-1.720	0.086
PL05181	-0.497	0.313	-1.586	0.113
PL05182	-0.482	0.319	-1.514	0.130
PL05183	-0.500	0.311	-1.607	0.108
PL05191	-0.645	0.312	-2.069	0.039
PL05192	-0.694	0.318	-2.180	0.029
PL05193	-0.629	0.312	-2.016	0.044
PL05194	-0.784	0.322	-2.434	0.015
PL05195	-0.611	0.537	-1.139	0.255
PL05196	-0.673	0.313	-2.151	0.032

2019 Gender gap with age control, level of education, industry and occupation at 75th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.203	0.021	-9.842	0
AGE	0.025	0.004	5.714	0
SQAGE100	-0.267	0.048	-5.553	0.00000
LOEHD	1.512	0.390	3.879	0.0001
LOEHDO	1.401	0.391	3.583	0.0003
LOEHE	1.634	0.388	4.208	0.00003
INDB	0.198	0.142	1.389	0.165
INDC	0.073	0.059	1.245	0.213
INDD	0.084	0.102	0.829	0.407
INDE	-0.044	0.086	-0.504	0.614
INDF	-0.031	0.065	-0.473	0.636
INDG	0.007	0.059	0.117	0.907
INDH	0.005	0.061	0.081	0.936
INDI	-0.007	0.077	-0.097	0.923
INDJ	0.347	0.082	4.217	0.00003
INDK	0.319	0.083	3.841	0.0001
INDL	-0.129	0.102	-1.258	0.209
INDM	0.152	0.067	2.276	0.023
INDN	-0.079	0.068	-1.163	0.245
INDO	0.054	0.062	0.863	0.388
INDP	-0.106	0.064	-1.659	0.097
INDQ	-0.082	0.066	-1.234	0.217
INDR	-0.176	0.080	-2.189	0.029
INDS	0.044	0.083	0.534	0.593
INDT	-0.202	0.270	-0.747	0.455
INDU	0.337	0.530	0.637	0.524

2019 Gender gap with age control, level of education, industry and occupation at 75th percentile- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05102	-0.449	0.480	-0.935	0.350
PL05103	-0.503	0.480	-1.048	0.295
PL05111	0.008	0.375	0.020	0.984
PL05112	0.046	0.375	0.123	0.902
PL05113	-0.001	0.376	-0.003	0.998
PL05114	-0.265	0.385	-0.687	0.492
PL05121	-0.203	0.376	-0.540	0.589
PL05122	0.047	0.376	0.125	0.901
PL05123	0.003	0.376	0.009	0.993
PL05124	-0.162	0.374	-0.434	0.664
PL05125	-0.028	0.379	-0.073	0.941
PL05126	-0.127	0.376	-0.339	0.735
PL05131	-0.312	0.378	-0.827	0.409
PL05132	-0.388	0.383	-1.012	0.312
PL05133	-0.386	0.375	-1.030	0.303
PL05134	-0.486	0.381	-1.277	0.202
PL05135	-0.439	0.406	-1.080	0.280
PL05141	-0.467	0.390	-1.198	0.231
PL05142	-0.506	0.382	-1.326	0.185
PL05143	-0.571	0.377	-1.515	0.130
PL05144	-0.639	0.381	-1.678	0.093
PL05151	-0.629	0.376	-1.672	0.095
PL05152	-0.738	0.375	-1.966	0.049
PL05153	-0.617	0.379	-1.626	0.104
PL05154	-0.563	0.376	-1.498	0.134

2019 Gender gap with age control, level of education, industry and occupation at 75th percentile- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.598	0.386	-1.547	0.122
PL05162	-0.757	0.459	-1.649	0.099
PL05163	-1.704	0.647	-2.634	0.008
PL05171	-0.543	0.376	-1.443	0.149
PL05172	-0.511	0.376	-1.361	0.173
PL05173	-0.423	0.392	-1.077	0.281
PL05174	-0.555	0.381	-1.455	0.146
PL05175	-0.666	0.376	-1.772	0.076
PL05181	-0.620	0.377	-1.646	0.100
PL05182	-0.636	0.383	-1.659	0.097
PL05183	-0.598	0.374	-1.597	0.110
PL05191	-0.776	0.375	-2.069	0.039
PL05192	-0.695	0.383	-1.813	0.070
PL05193	-0.724	0.375	-1.930	0.054
PL05194	-0.886	0.387	-2.288	0.022
PL05195	-0.962	0.646	-1.490	0.136
PL05196	-0.817	0.377	-2.171	0.030

2019 Gender gap with age control, level of education, industry and occupation at 90th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.274	0.028	-9.644	0
AGE	0.022	0.006	3.668	0.0002
SQAGE100	-0.221	0.066	-3.337	0.001
LOEHD	1.488	0.538	2.767	0.006
LOEHDO	1.365	0.539	2.532	0.011
LOEHE	1.668	0.535	3.115	0.002
INDB	0.244	0.196	1.241	0.215
INDC	0.169	0.081	2.078	0.038
INDD	0.101	0.140	0.723	0.470
INDE	-0.088	0.119	-0.739	0.460
INDF	0.129	0.089	1.448	0.148
INDG	0.118	0.081	1.445	0.148
INDH	0.173	0.084	2.067	0.039
INDI	0.026	0.106	0.247	0.805
INDJ	0.413	0.114	3.638	0.0003
INDK	0.476	0.114	4.153	0.00003
INDL	0.068	0.141	0.481	0.631
INDM	0.321	0.092	3.483	0.001
INDN	-0.053	0.093	-0.572	0.568
INDO	0.053	0.086	0.620	0.535
INDP	-0.010	0.088	-0.109	0.913
INDQ	-0.027	0.091	-0.296	0.767
INDR	-0.145	0.111	-1.313	0.189
INDS	0.087	0.114	0.767	0.443
INDT	-0.433	0.372	-1.163	0.245
INDU	0.108	0.731	0.148	0.882

2019 Gender gap with age control, level of education, industry and occupation at 90th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05102	-0.446	0.661	-0.674	0.500
PL05103	-0.495	0.662	-0.748	0.455
PL05111	0.299	0.517	0.578	0.563
PL05112	0.612	0.518	1.182	0.237
PL05113	0.145	0.519	0.280	0.779
PL05114	0.283	0.532	0.532	0.595
PL05121	0.026	0.518	0.050	0.960
PL05122	0.366	0.519	0.705	0.481
PL05123	0.308	0.518	0.595	0.552
PL05124	0.142	0.515	0.276	0.783
PL05125	0.166	0.523	0.317	0.751
PL05126	0.242	0.518	0.468	0.640
PL05131	-0.161	0.521	-0.310	0.757
PL05132	-0.299	0.528	-0.567	0.571
PL05133	-0.108	0.517	-0.210	0.834
PL05134	0.006	0.525	0.012	0.991
PL05135	-0.245	0.560	-0.437	0.662
PL05141	-0.429	0.538	-0.797	0.425
PL05142	-0.423	0.527	-0.803	0.422
PL05143	-0.424	0.520	-0.815	0.415
PL05144	-0.400	0.525	-0.762	0.446
PL05151	-0.423	0.519	-0.815	0.415
PL05152	-0.582	0.518	-1.124	0.261
PL05153	-0.427	0.523	-0.816	0.414
PL05154	-0.365	0.519	-0.705	0.481

2019 Gender gap with age control, level of education, industry and occupation at 90th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.317	0.533	-0.596	0.551
PL05162	-0.683	0.634	-1.078	0.281
PL05163	-1.621	0.892	-1.818	0.069
PL05171	-0.383	0.518	-0.739	0.460
PL05172	-0.389	0.518	-0.750	0.453
PL05173	-0.447	0.541	-0.826	0.409
PL05174	-0.574	0.526	-1.091	0.275
PL05175	-0.483	0.518	-0.932	0.351
PL05181	-0.517	0.520	-0.994	0.320
PL05182	-0.560	0.528	-1.060	0.289
PL05183	-0.423	0.516	-0.820	0.412
PL05191	-0.572	0.517	-1.106	0.269
PL05192	-0.408	0.528	-0.772	0.440
PL05193	-0.526	0.518	-1.017	0.309
PL05194	-0.743	0.534	-1.390	0.164
PL05195	-1.141	0.890	-1.282	0.200
PL05196	-0.541	0.519	-1.041	0.298

2019 Gender gap with age control, level of education, industry and occupation at 95th percentile

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.274	0.045	-6.065	0
AGE	0.021	0.010	2.206	0.027
SQAGE100	-0.203	0.106	-1.919	0.055
LOEHD	1.596	0.856	1.865	0.062
LOEHDO	1.524	0.858	1.776	0.076
LOEHE	1.759	0.852	2.064	0.039
INDB	1.734	0.312	5.550	0.00000
INDC	0.175	0.129	1.354	0.176
INDD	0.001	0.223	0.003	0.998
INDE	-0.168	0.190	-0.884	0.377
INDF	0.205	0.142	1.446	0.148
INDG	0.130	0.130	1.003	0.316
INDH	0.191	0.133	1.435	0.151
INDI	0.001	0.169	0.005	0.996
INDJ	0.472	0.181	2.611	0.009
INDK	0.484	0.182	2.656	0.008
INDL	0.127	0.224	0.566	0.571
INDM	0.291	0.147	1.982	0.047
INDN	-0.042	0.149	-0.282	0.778
INDO	-0.036	0.137	-0.260	0.795
INDP	0.005	0.141	0.033	0.974
INDQ	-0.001	0.145	-0.008	0.994
INDR	-0.056	0.176	-0.318	0.751
INDS	0.413	0.182	2.275	0.023
INDT	-0.560	0.593	-0.945	0.345
INDU	-0.271	1.164	-0.233	0.816

2019 Gender gap with age control, level of education, industry and occupation at 95th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05102	-0.444	1.053	-0.422	0.673
PL05103	-0.486	1.054	-0.461	0.645
PL05111	0.417	0.823	0.507	0.612
PL05112	0.693	0.824	0.840	0.401
PL05113	0.191	0.826	0.231	0.817
PL05114	0.356	0.846	0.421	0.674
PL05121	0.218	0.824	0.264	0.791
PL05122	0.646	0.825	0.783	0.434
PL05123	0.371	0.825	0.450	0.653
PL05124	0.206	0.820	0.251	0.801
PL05125	0.228	0.832	0.274	0.784
PL05126	0.462	0.825	0.560	0.576
PL05131	0.088	0.829	0.106	0.916
PL05132	-0.165	0.841	-0.196	0.845
PL05133	0.171	0.823	0.208	0.835
PL05134	0.253	0.836	0.302	0.762
PL05135	-0.299	0.892	-0.335	0.737
PL05141	-0.023	0.856	-0.026	0.979
PL05142	-0.422	0.838	-0.504	0.615
PL05143	-0.328	0.827	-0.397	0.692
PL05144	-0.156	0.836	-0.187	0.852
PL05151	-0.438	0.826	-0.530	0.596
PL05152	-0.504	0.824	-0.612	0.541
PL05153	-0.381	0.833	-0.458	0.647
PL05154	-0.237	0.826	-0.287	0.774

2019 Gender gap with age control, level of education, industry and occupation at 95th percentile-Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.084	0.848	-0.099	0.922
PL05162	-0.836	1.008	-0.829	0.407
PL05163	-1.700	1.420	-1.198	0.231
PL05171	-0.124	0.825	-0.150	0.881
PL05172	-0.283	0.825	-0.343	0.731
PL05173	-0.552	0.861	-0.641	0.522
PL05174	-0.312	0.837	-0.373	0.709
PL05175	-0.402	0.824	-0.488	0.626
PL05181	-0.500	0.827	-0.605	0.545
PL05182	-0.349	0.841	-0.415	0.678
PL05183	-0.420	0.822	-0.511	0.609
PL05191	-0.566	0.823	-0.688	0.492
PL05192	-0.481	0.841	-0.572	0.568
PL05193	-0.472	0.824	-0.573	0.567
PL05194	-0.730	0.850	-0.859	0.391
PL05195	-1.316	1.417	-0.929	0.353
PL05196	-0.526	0.826	-0.637	0.524

2019 OLS results for gender gap with age control, level of education, industry and occupation

	Value	Std. Error	t value	Pr(>|t|)
FEMALE	-0.206	0.026	-7.897	0
AGE	0.053	0.006	9.554	0
SQAGE100	-0.532	0.061	-8.732	0
LOEHD	0.534	0.494	1.082	0.279
LOEHDO	0.465	0.495	0.939	0.348
LOEHE	0.672	0.492	1.366	0.172
INDB	0.072	0.180	0.398	0.691
INDC	0.129	0.075	1.724	0.085
INDD	0.093	0.129	0.723	0.470
INDE	0.006	0.109	0.056	0.955
INDF	0.017	0.082	0.205	0.838
INDG	-0.024	0.075	-0.323	0.746
INDH	0.024	0.077	0.316	0.752
INDI	0.068	0.097	0.698	0.486
INDJ	0.236	0.104	2.260	0.024
INDK	0.357	0.105	3.396	0.001
INDL	0.120	0.129	0.926	0.355
INDM	0.058	0.085	0.690	0.490
INDN	-0.078	0.086	-0.908	0.364
INDO	0.168	0.079	2.138	0.033
INDP	0.107	0.081	1.319	0.187
INDQ	0.071	0.084	0.851	0.395
INDR	0.028	0.102	0.276	0.783
INDS	-0.019	0.105	-0.184	0.854
INDT	-0.165	0.342	-0.483	0.629
INDU	0.689	0.671	1.026	0.305

2019 OLS results for gender gap with age control, level of education, industry and occupation- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05102	-0.303	0.607	-0.499	0.618
PL05103	-0.320	0.608	-0.526	0.599
PL05111	-0.299	0.475	-0.630	0.529
PL05112	-0.158	0.475	-0.333	0.739
PL05113	-0.242	0.476	-0.508	0.612
PL05114	-0.721	0.488	-1.477	0.140
PL05121	-0.293	0.475	-0.617	0.537
PL05122	-0.143	0.476	-0.300	0.764
PL05123	-0.172	0.476	-0.362	0.717
PL05124	-0.299	0.473	-0.633	0.527
PL05125	-0.277	0.480	-0.577	0.564
PL05126	-0.395	0.476	-0.829	0.407
PL05131	-0.330	0.478	-0.691	0.490
PL05132	-0.637	0.485	-1.313	0.189
PL05133	-0.511	0.475	-1.076	0.282
PL05134	-0.640	0.482	-1.328	0.184
PL05135	-1.053	0.515	-2.046	0.041
PL05141	-0.621	0.494	-1.258	0.208
PL05142	-0.523	0.484	-1.082	0.279
PL05143	-0.607	0.477	-1.271	0.204
PL05144	-0.764	0.482	-1.584	0.113
PL05151	-0.732	0.476	-1.537	0.124
PL05152	-0.751	0.475	-1.581	0.114
PL05153	-0.760	0.480	-1.583	0.114
PL05154	-0.734	0.476	-1.542	0.123

2019 OLS results for gender gap with age control, level of education, industry and occupation- Continuation

	Value	Std. Error	t value	Pr(>|t|)
PL05161	-0.956	0.489	-1.955	0.051
PL05162	-0.885	0.582	-1.522	0.128
PL05163	-1.319	0.819	-1.610	0.107
PL05171	-0.675	0.476	-1.419	0.156
PL05172	-0.607	0.476	-1.276	0.202
PL05173	-0.674	0.497	-1.357	0.175
PL05174	-0.595	0.483	-1.232	0.218
PL05175	-0.706	0.476	-1.485	0.138
PL05181	-0.669	0.477	-1.403	0.161
PL05182	-0.773	0.485	-1.594	0.111
PL05183	-0.672	0.474	-1.417	0.157
PL05191	-0.917	0.475	-1.931	0.053
PL05192	-0.867	0.485	-1.788	0.074
PL05193	-0.794	0.475	-1.670	0.095
PL05194	-1.030	0.491	-2.099	0.036
PL05195	-0.788	0.817	-0.964	0.335
PL05196	-0.887	0.477	-1.860	0.063