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ID: 726 First Name: Eleftherios

Surname: Thalassinos

Company/Institution: University of Piraeus

Department: Maritime Studies

Division: Address: 40, Karaoli & Dimitriou str.

City: Piraeus

PostalCode/Zip: 18532

Country: Hellas (Greece)

Phone: +30-210-4142543

Email: thalassi@unipi.gr

Fax: Badge:

Decomposing Gender Wage Gap

Stavros E. Arvanitis⁴, Theodoros V. Stamatopoulos⁵, and Eleftherios J. Thalassinos⁶

Abstract

We analyzed the gender wage gap in Hellas (Greece) based on the European Structure of Earnings Survey for the year 2006. Within an extended human capital framework, we estimated augmented Mincerian models, using for the first time to this dataset, as far as we know, quantile regression econometric techniques. We found empirical evidence for individual, workplace and employer characteristics, as determinants of the hourly wage rate, for both males and females. We used the Oaxaca–Blinder (1973) methodology for the gender's wage gap decomposition which could be attributed mainly to unexplained part, and much lesser to the employee's endowment. This main finding was also verified for each one of the wage distribution's quantiles. Further research is needed for intertemporal and international comparison reasons.

Keywords: Hourly wage rate; Quantile regression; Augmented Mincerian models; Robust estimations; Oaxaca-Blinder decomposition; Gender wage gap.

JEL classification: J31, J71, C21

4 Technological Educational Institute (T.E.I.) of Crete, Heraklion, Crete, Hellas (Greece), <http://www.teicrete.gr/>, School of Management and Economics (S.M.E.), Dept. of Accounting, and MSc in Accounting and Auditing <http://www.teicrete.gr/msc-accad/>, tel. +30-2810-379674, Email. starvan@staff.teicrete.gr.

5 T.E.I. of Crete, Hellas, S.M.E., Dept. of Accounting, and MSc in Accounting and Auditing, Crete, Hellas, tel. +30- 2810-379646, Email. stamth@staff.teicrete.gr; University of Piraeus, Dept. of Maritime Studies; Centre de recherche en Développement Economique et Finance Internationale (D.E.F.I., <http://defi-univ.org/>), Université de la Méditerranée, Aix-en-Provence, France.

6 Correspondence Author: Professor Eleftherios J. Thalassinos, University of Piraeus (<http://www.unipi.gr>), Dept. of Maritime Studies, 40 Karaoli & Dimitriou str., 18532 Piraeus, tel. +30-210-4142543, Email. thalassi@unipi.gr, Hellas (Greece).