

Gender inequalities of the labour market

Decomposition of the gender pay gap in Hungary

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Abstract

In Hungary the most important potential human capital reserve is the more powerful involvement of women labour force into the production. In order to help this process it is necessary to clarify what the components of the gender pay gap are.

Creating equal opportunities in the labour market for men and women mean decreasing the gender pay gap. The two main components of the gender pay gap (endowment factors and remuneration part) can be managed with different tools. The discrimination of women in the field of production originates partly from cultural traditions. Beyond that men can represent their interests better in the labour market. The equal participation of women in the labour market is hindered by their family tasks and child rearing. In parallel with the number of children in the family the gender pay gap increases.

This paper examines the differences between the average incomes of male and female employees working on the Hungarian labour market, based on a data of a survey of 5000 respondents. We introduce the decomposition method of Oaxaca and Blinder, and also apply the method to our data.

According to Oaxaca (1973) and Blinder (1973), any wage differential between two groups of people (defined by gender, race, ethnicity etc.) can be decomposed into two parts. The first is explained by differences in human capital endowments of both groups, the second reflects differences in prices that is the remuneration of these endowments. This latter part of the wage differential is often interpreted as an estimate of wage discrimination. Hence, potential differences in the wages of women and men may stem both from differences in human capital endowments and other job-related variables (endowment effect) and from a difference in the values that are assigned to women's and men's characteristics (remuneration effect) and it shows the discrimination between the two groups.

Key Words: gender pay gap, decomposition method,

JEL Classification: J71

1. Gender inequalities of the labour market

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1 Introduction

This paper examines the differences of the average incomes of male and female employees (gender pay gap) working on the Hungarian labour market so that this difference is reintegrated into two main factors: endowment effect (structural composition of male and female groups) and remuneration effect (discrimination of females in the labour market). The basis of this analysis is a first 5000, later 10000 item data survey in the labor market in 2006-2007. Here we present the results of 10000 item data survey. We apply the decomposition method of Oaxaca and Blinder to our data first in Hungary.

2. Representativeness of the sample

We demonstrate the representativeness of the sample by four demographic characteristics (breakdown by sex, age distribution, territorial repartition, education) and two social characteristics (sectoral (NACE) distribution and occupational (ISCO) distribution)

2.1. Demographic characteristics

Table 1 Gender Proportion, %

	In the sample	In the total population
Female	55	53
Male	45	47

Distribution of sexes fit well to the distribution of the Hungarian population. (1. table)

Table 2 Age distribution, %

Age groups	In the total population	In the sample
0-14	16	1
15-39	35	46
40-59	28	50
60-x	21	3
	100	100

The sample, compared to population of the country, is slightly older. (2. table) It also represents the working-age population better. The reason is that the research was led by the trade unions and the target group was the working population. Within the working age population the elder 40-59 years old age-group is also better represented. We have to take this fact into consideration during analysis of the outcomes. Text Body

Table 3. Territorial distribution of the population. %

	In the total population	In the sample	Difference of the sample
Regions	%	%	Percentage point
	28	26	-2
Central Region	11	15	4
Central Transdanubian Region	10	12	2
Western Transdanubian Region	10	9	-1
South Transdanubian Region	13	11	-2
North Hungarian Region	15	13	-2
North Lowland	13	14	1

The sample follows very nicely the territorial distribution of the population (3 . table) It shows 4 percentage point discrepancies in the Central Transdanubias region where the sample is better represented , but in other regions the extent of the discrepancy is not beyond the 2 percentage points .

Table 4. Educational distribution, %

Education	Sample	Population	Difference of the sample
	%	%	Percentage point
>8 class	0,6	0,4	0,2
8 class	7,5	14	-6,5
Vocational school	23,7	31,3	-7,6
Secondary school	28,4	33,6	-5,2
College	15,8	12,2	3,6
University<	10,2	8,5	1,7
	100	100	0

The school qualifications represented in the sample reasonably reflect the population as a whole. (table 4), but here the fitting is not perfect. The lower educated groups (the under 8 class, the 8 class and vocational school educated) are less represented and the higher educated groups especially the high school graduated are represented slightly more than the population as a whole.

2.2. Social representativeness of the sample

During the social representativeness we will check upon two, for us, especially important characteristics: belonging to sectors and occupations.

Table 5. Employee distribution on NACE (level 1), %

Sectors	Population	Sample	Difference of the sample
	%	%	Percentage point
Agriculture, Fishing, Forestry	5,3	2,4	-2,9
Mining	0,4	0,7	0,3
Manufacturing	22,9	42,6	19,7
Electricity, Gas, Water supply	1,6	1,8	0,2
Construction	7,9	3	-4,9
Trade	14	9,5	-4,5
Hotel, storage, catering	3,8	1,8	-2
Transport, Post, Telecommunication	7,6	11,6	4
Finance	2	0	-2
Real estate,	7	1,8	-5,2
Public service, Social security	2,7	7,9	5,2
Education	8,5	5,1	-3,4
Health and social service	6,9	6,5	-0,4
Other service	4,4	4,8	0,4
Others	5	0,5	-4,5
Total	100	100	

The sectoral distribution of the sample is remarkably different from the total population distribution in the manufacturing industry. Here the sample is almost 20 percentage points better

represented. In the other sectors we found a rather mild under representativeness especially: in the building and construction-, in the trade- , in the real estate- and in the public sectors .

Table 6. Employee distribution as occupations (ISCO level 1), %

	Public	Sample	Difference of the sample
	%	%	Percentage points
1. LEGISLATORS, SENIOR GOVERNMENT OFFICIALS, LEADERS OF ENTREPRENEURS	7,5	5,9	-1,6
2. PROFESSIONALS	13,4	16,3	2,9
3. TECHNICIANS AND ASSOCIATE PROFESSIONALS	14,3	19,9	5,6
4. OFFICE AND MANAGEMENT (CUSTOMER SERVICES) CLERKS	6,1	8,0	1,9
TOTAL PROFESSIONALS	41,3	50,1	8,8
5. SERVICES WORKERS	15,4	14,1	-1,3
6. SKILLED AGRICULTURAL AND FORESTRY WORKERS	3,0	1,2	-1,8
7. CRAFT AND RELATED TRADES WORKERS	19,7	19,5	-0,2
8. PLANT AND MACHINE OPERATORS AND ASSEMBLERS, VEHICLE DRIVERS	11,9	10,0	-1,9
9. ELEMENTARY OCCUPATIONS	7,6	5,2	-2,4
TOTAL PHYSICAL WORKS	57,6	50,0	-7,6
10. ARMED FORCES	1,1	0,0	-1,1
TOTAL	100,0	100,0	0,0

3. Methodological overview

3.1. Replacing of the missing data and filtering the sample

It is a well known phenomenon that one group of the respondents do not answer the question concerning their incomes. Different procedures are available, with which the missing facts and figures are „exchangeable,” namely they are substitutable with some kind of estimated value (e.g. average substitution or estimate with regression). These operations can be legal in every case, when we want to examine the effect of the income cleaned from the missing data on some kind of further variable in connection with which we can assume, that income is with impact on the question examined. In such cases it is a right requirement, that in so far we can give a relatively good estimation for income, not to

exclude from the analyses the non respondents, but let us replace with the estimation the missing items. However in the present research the income or the gender pay-gap are our focus, and we examine the influence of different variables to this income difference. In so far as we would replace the income in the imperfect questionnaires with the abovementioned methods, the estimated income would be some kind of function of those variables for which then we examine his effect on. Obviously this operation would distort our outcomes. . From this follows the replacement of the missing items is not possible, so **we excluded from the analysis those who did not answer the question concerning their income.**

For our examination of the income disparities we employ the operation known as the Oaxaca-Blinder decomposition method. This method is used in many studies to analyze the pay-gap components (e.g. Kim - Polachek, 1994; Miller - Rummery, 1991; Wright - Ermisch, 1991). So that our outcomes to be comparable with outcomes of different studies, it is advisable to us to accommodate ourselves to certain restraints , which they do at plurality of this studies .

These restraints are the followings :

- Usually **excluded from the analyses the self-employed people and home enterprise employees** , because in these groups income can be followed less closely , often it is not possible to separate the personal income from the family or the enterprise income.
- the examined population is often **narrowed down onto the 25-55 years old group**, to avoid distortion effects arising from the early retirement, or from the fact that young people start their career at different ages.

Most of the studies examine the gender pay gap based on differences appearing in the average hourly wage. However our database contains only monthly incomes, what is suitable for examination of the income inequality exactly as the man-hours, but we do not know how many hours the **part time employed** work weekly. For this reason, as we could not compare their income to the full time job workers, we have to **exclude** them from the database also.

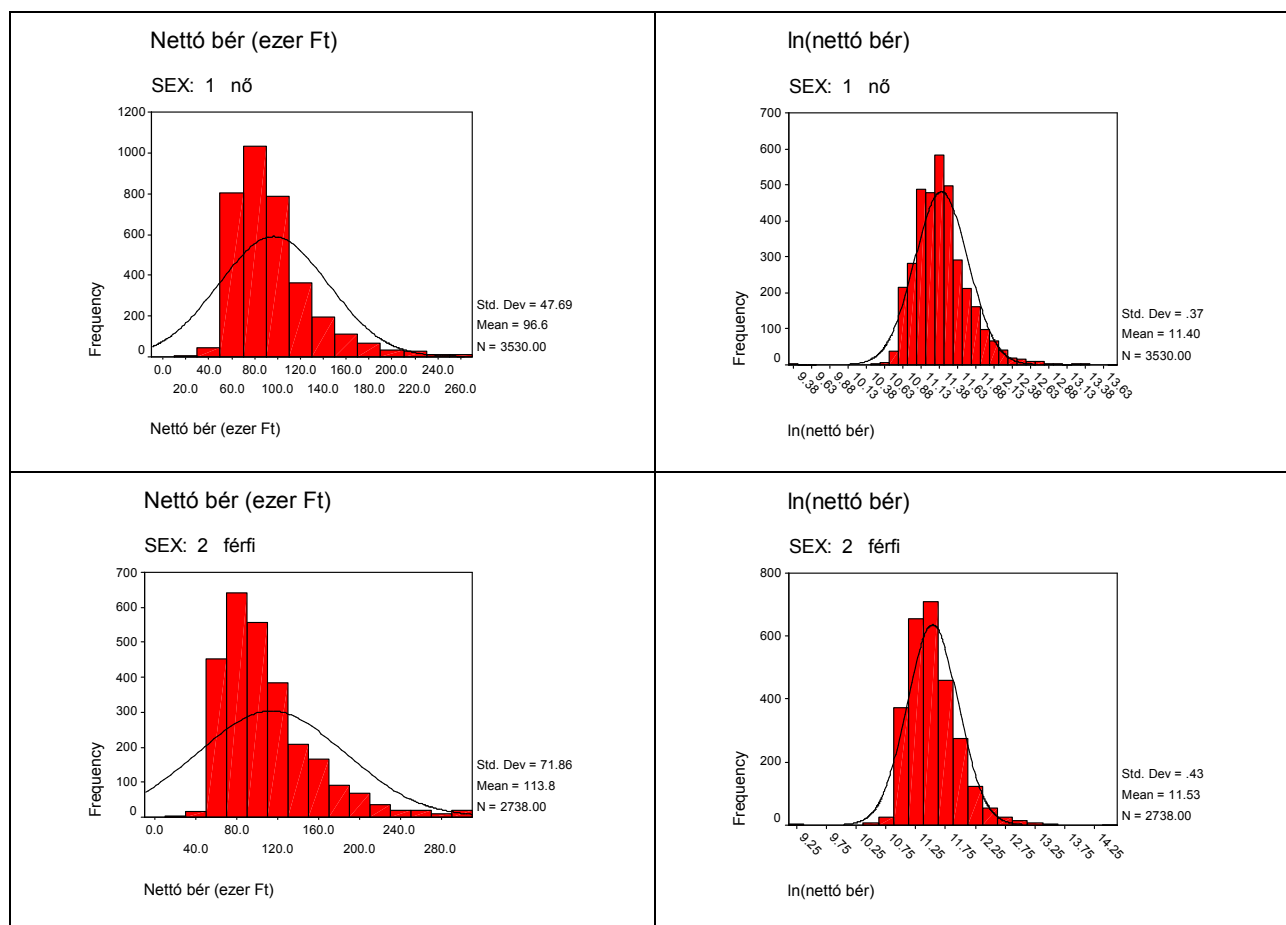
Altogether we narrowed down the complete sample as follows: question regarding to the income has to be filled out, they to be in employee privity, have to be between 25-55 years old and to work in full time employment. After filtering according to the abovementioned criteria (income data, full time job, age, and employee) we found 6269 items fit for the decomposition analyses.

3.2. Regression analyses and decomposition

The essence of the Oaxaca-Blinder decomposition method (Oaxaca, 1973 and Blinder, 1973) concerning the pay gap decomposition, is that we divide the observed pay difference into two components. The first is the **endowment part** which is arising due to the fact that structural characteristics of the men and women's group are different and this are influencing their income (e.g. occupation, age, education, working experience etc.). This difference would exist if there was not discrimination. The second component is the **remuneration part** which is evolving from the women's negative discrimination, which even then would exist, if the women's structural characteristics agreed with the men's.

During the decomposition in a first step we define with the help of regression analysis , what are those structural parameters , which are influencing the individual income. We define the gender pay gap as the logarithm of the difference of the men and women's average income because the income distribution is logarithmical and the model that we want is the sum of the components.

Figure 1. : Net salary and its natural logarithm's histogram



Income shows lognormal distribution.

$$\Delta \ln(Y) = \overline{\ln(Y^F)} - \overline{\ln(Y^N)}$$

Computing separately the regression analysis for men and women we can prescribe the men and the women's average income, namely the above mentioned components, with the following equations with regression as follows:

$$\ln(Y_i^F) = X_i^F \beta^F + \varepsilon_i^F \quad \text{men's income}$$

$$\ln(Y_i^N) = X_i^N \beta^N + \varepsilon_i^N \quad \text{women's income}$$

or

$$\overline{\ln(Y^F)} = \overline{X^F} \beta^F$$

$$\overline{\ln(Y^N)} = \overline{X^N} \beta^N$$

where $\mathbf{Y}$ is the vector of incomes, as the dependent variable of the regression, $\mathbf{X}$ is the vector of the examined explaining variables, β is the regression coefficient vector belonging to each explanatory variable. It can be seen so that we defined the men's average income as an average of explanatory variables computed for men multiplied by coefficients belonging to them and also computed with this analogous inscription of the women's average income. From these components - and from that hypothesis, that the men's income is not discriminated but the women's income is - we can compute a theoretical value that would show the women's income if the structure of the two groups were identical. In this case we have to multiply the average of women's explanatory variables by the regression coefficients counted for men.

$$\overline{\ln(Y^N)'} = \overline{X^N} \beta^F$$

with this auxiliary value we can write the gender pay gap as a sum of two differences. The first difference

$$\overline{\ln(Y^F)} - \overline{\ln(Y^N)'}.$$

shows how higher the men's average income than the women's average income without discrimination. This difference is a type of structural effect coming from that women's individual characteristics influencing the income are different from men's income. For the other part of gender pay gap is responsible the discrimination. The volume of this part comes from the difference between the theoretical women's income and the effective women's income

$$\overline{\ln(Y^N)'} - \overline{\ln(Y^N)}.$$

We can write the total gender pay gap with the following equation:

$$\overline{\ln(Y^F)} - \overline{\ln(Y^N)} = \left\{ \overline{\ln(Y^F)} - \overline{\ln(Y^N)'} \right\} + \left\{ \overline{\ln(Y^N)'} - \overline{\ln(Y^N)} \right\},$$

we put the regression equations components into the right side of the equation

$$\begin{aligned}
 &= \{ \overline{X^F} \beta^F - \overline{X^N} \beta^F \} + \{ \overline{X^N} \beta^F - \overline{X^N} \beta^N \} \\
 &= \{ \beta^F (\overline{X^F} - \overline{X^N}) \} + \{ \overline{X^N} (\beta^F - \beta^N) \}
 \end{aligned}$$

↙
structural effect
↘
discrimination effect

The sum's left part is the structural part that comes from the different structural characteristics of the men's and women's groups and we can count as a product of men's coefficients that are hypothetically not discriminated. As this part is coming from the different structural characteristics of the men's and women's groups it is often considered as the explained difference of the gender pay gap. (It is another question whether the difference appearing in structural characteristics is arising only because the men and the women have different characteristics, or we can discover in the background also discrimination appearing e.g. in different possibilities in education. In the present study we do not examine this question, but we rate the difference of structural characteristics as given.) The second part of the sum shows how much less the women's pay is compared to the pay men with the same structural characteristics would earn. This amount is the product of the average of the women's structural characteristics by the difference between the men's and the women's regression coefficients.

The specialized literature shows many amendments, expansion of decomposition of Oaxaca-Blinder. Among these there are such versions, which look for an answer to „ simple ” analytical questions, as, for example, in the international comparisons where further breaking-off of structural and discrimination components into country inside and between countries' parts. Other amendments are rephrasing theoretical null hypotheses of the method, e.g. the hypothesis according to that the men's income is not discriminated and the women's income is discriminated with the comparison to the men's case is replaced with that hypothesis according to that there exists a theoretical income without discrimination and comparing this to the men's income has a positive discrimination and women's income has a negative discrimination. In this model the mathematical solution is different than in the original. (Cotton, 1988) In our present study we do not employ these qualified operations, we have carried out our analysis based on the basic model introduced upstairs. The method also has two marked advantages next to his relative complexity. The first is, that with its help we can quantify the extent of the discrimination, namely the women's lower income to what extent can be regarded as a result of the women's negative discrimination. The other important advantage is, that we can not only define with the help of parameters coming from the regression analysis in what extent they bias income against the individual characteristics in case of the men and the women, but we can also define those characteristics which are responsible for structural part of gender pay gap, and those which are based to a greater extent with the women's discrimination.

4. The model

Table 7. Gender pay gap

Gender	Filtered sample	Total sample
Female, Ft/month (€)	96 632 (383)	95 514 (379)
Male, Ft/month (€)	113 774 (451)	116 179 (461)
Gender pay gap, %	17,7%	21,6%

The gender pay gap is 17,7% on the filtered and 21,6% on the total sample.

4.1. The variables

Income' natural logarithm is the dependent variable of the model. We introduced 96 structural variables (independent variables) into the model grouping as follows.

Table 8. Structural variables of the model

<i>Variables</i>	<i>Number of variables</i>
<i>Type of settlement</i>	3+1
<i>County</i>	19+1
<i>Age group</i>	5 +1
<i>Having children</i>	1+1
<i>Sector of the organization you work for</i>	2+1
<i>Branch of your organization you work for</i>	24+1
<i>Occupation</i>	9+1
<i>Position in the organization</i>	3+1
<i>Education</i>	3+1
<i>Other qualification</i>	1+1
<i>Number of employees of the organization you work for</i>	10+1
<i>Proportion of women in the organization you work for</i>	5+1
<i>Working experience</i>	5+1
<i>How many jobs do you have</i>	5+1
<i>How many time were you unemployed</i>	2+1
<i>Fixed term or indefinite agreement do you have</i>	1+1

The 16 variables groups were transformed into dummy variables.

4.2. Regression coefficients

We formed two groups (male and female) and computed the β coefficients of regression equation by variables (D,E columns, Table 9.) and the proportion of each variable within the sample (G,H columns, Table 9.) and multiply the units by groups ($\beta^m * X^m$, $\beta^f * X^f$) and we get the logarithm of the income belonging to each variable by gender groups (H,I,columns, Table 9.)

We counted the structural (endowment) and discrimination (remuneration) effect.

$$\text{Structural effect (ln)} = \beta^M * (X^M - X^F)$$

$$\text{Discrimination effect (ln)} = X^F * (\beta^M - \beta^F)$$

We retransferred the logarithms and as a product of the two components we counted the total gender pay gap for the given variable.

Calculation is in the appendix.

Table 9. Construction of the model

	Unstandardized coefficient		Mean, percent of variable		Mean, x*beta		Endowment	Remuneration	Endowment	Remuneration		Endowment effect	Remuneration effect	Total pay gap
	B						(ln)	(ln)						
					B*D	C*E	C*(D*E)	F*(C-B)	Exp(J)	Exp(K)	J*K	K-1	M-1	L-1
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
	female	male	female	male	female	male								
Variable 1	-0,13	-0,025	0,338	0,298	-0,044	-0,007	0,001	0,036	100,10%	103,60%	103,70%	0,10%	3,60%	3,70%
Variable 96	0,023	0,016	0,462	0,447	0,01	0,007	0	-0,003	100%	99,70%	99,60%	0,00%	-0,30%	-0,40%
Constant	0,096	0,161	1	1	0,096	0,161	0	0,065	100,00%	106,70%	106,70%	0,00%	6,70%	6,70%
Total					11,479	11,643	-0,075	0,173	92,80%	126,90%	117,70%	-7,20%	26,90%	17,70%
					96 711	113 842	0,93	1,19						

In the summary table the constant is an item of interest according to which over the effect of variables an additional discrimination effect (6,7%) influences women's income.

The total structural (endowment) effect is -7,2% (namely the women's income in the absence of discrimination would be 7,2%-kal higher than that of men, barely due to different distribution of the structural factors). The total discrimination effect is 26.9% (namely the women's income would be so much lower due to the discrimination if their structural characteristics

agreed with that of men. Arising from the two factors ($0,928 \cdot 1,269 = 1,177$) the total pay gap is 17.7% , namely with actually so much higher the men's income than that of women.

4.3. Discrimination and structural effects of the variables

As the model has been built from below there is an opportunity to examine how the two effects prevail in the case of individual variables.

In the next tables the first category of the structural variables is considered as a reference category. This means so much in terms of the model with regression , so that the regression parameters giving the outcome income are counted comparing to this category. Namely we examine, how much more or less somebody can earn compared to the reference category if he is in the category given in terms of the factor examined. For example in the case of "type of settlement " variable, Budapest represents the reference category and the "county town" shows that for people in the category how much more or less they earn than the people living in Budapest. In addition use of the reference-category also means that in case of these categories we cannot calculate the structural and discrimination effect, and so for this reason we left the first row blank in the tables. We express the effects in percent and in signed format, what are showing , is how many percent the men's income would be higher or lower, than that of women.

Type of settlement

The discrimination effect is 3,6% in the county towns and 1,4% in the villages.

Table 10. Type of settlement

	Structural effect	Discrimination effect	Total pay gap
Budapest	-	-	-
County town	0,1%	3,6%	3,7%
City	-	-	-
Village	0,6%	1,4%	2,0%

Counties

In respect of discrimination effect Vas and Békés counties are overhanging (2,6% and 2,7%).

More marked structural effect (1.1%) in a county Nógrád is prevailing .

Table 11. Counties

		Discrimination effect	Total pay gap
Budapest	-	-	-
Baranya	-1,1%	0,8%	-0,3%
Bács-Kiskun	-0,6%	0,2%	-0,4%
Békés	-1,6%	2,7%	1,1%
Borsod-Abaúj-Zemplén	0,0%	0,3%	0,3%
Csongrád	-0,4%	0,1%	-0,3%
Fejér	0,2%	1,4%	1,6%
Győr-Moson-Sopron	-0,3%	0,0%	-0,3%
Hajdu-Bihar	0,2%	-0,1%	0,1%
Heves	0,1%	0,4%	0,5%
Komárom-Esztergom	-0,4%	0,1%	-0,2%
Nógrád	1,1%	0,2%	1,3%
Pest	0,4%	-0,9%	-0,5%
Somogy	0,2%	-1,1%	-0,9%
Szabolcs-Szatmár-Bereg	0,0%	0,0%	0,0%
Jász-Nagykun-Szolnok	-0,2%	-0,1%	-0,3%
Tolna	0,0%	-0,5%	-0,5%
Vas	0,0%	2,6%	2,6%
Veszprém	-0,1%	0,4%	0,4%
Zala	0,3%	-0,6%	-0,4%

Age groups

The discrimination effect has a negative sign in each age-group, which means, that in comparison to the reference group (25-29 years old) in the other groups women are discriminated positively.

Table 12. Age groups

	Structural effect	Discrimination effect	Total pay gap
25-29 years	-	-	-
30-34 years	0,2%	-2,6%	-2,4%
35-39 years	0,0%	-3,8%	-3,8%
40-44 years	0,0%	-2,0%	-2,0%
45-49 years	0,0%	-3,9%	-3,9%
50-55 years	0,4%	-12,7%	-12,4%

Children

Having children results in only a small discrimination effect (0,4%).

Table 13. Children

	Structural effect	Discrimination effect	Total pay gap
No children	-	-	-
Have children	-0,8%	-0,4%	-1,3%

Sector of the organization

In the public sector the discrimination effect is negative, but it is compensated by a 1,1% structural effect.

Table 14. Sector of your organization

	Structural effect	Discrimination effect	Total pay gap
Business sector	-	-	-
Public sector	1,1%	-0,6%	0,5%
Non profit sector	-0,5%	0,5%	0,0%

Industries (NACE level1)

The discrimination effect is negative in every branch, which means that compared to agriculture in all the other branches women are less discriminated. In the overwhelming majority of cases this is compensated with high structural effect.

Table 15. Industries (NACE level 1)

	Structural effect	Discrimination effect	Total pay gap
AGRICULTURE, HUNTING AND RELATED SERVICE ACTIVITIES	-	-	-
MINING AND QUARRYING	2,8%	-0,7%	2,1%
MANUFACTURE OF FOOD PRODUCTS, BEVERAGES AND TOBACCO	0,9%	-5,4%	-4,5%
MANUFACTURE OF TEXTILES AND TEXTILE PRODUCTS	-8,1%	-2,9%	-10,7%
MANUFACTURE OF LEATHER AND LEATHER PRODUCTS	-1,4%	-1,2%	-2,5%
MANUFACTURE OF WOOD AND WOOD PRODUCTS	2,5%	-0,3%	2,2%
MANUFACTURE OF PULP, PAPER AND PAPER PRODUCTS; PUBLISHING AND PRINTING	1,5%	-1,7%	-0,2%
MANUFACTURE OF COKE, REFINED PETROLEUM PRODUCTS AND NUCLEAR FUEL	0,3%	-1,4%	-1,2%
MANUFACTURE OF CHEMICALS, CHEMICAL PRODUCTS AND MAN-MADE FIBRES	-0,4%	-0,5%	-0,9%
MANUFACTURE OF OTHER NON-METALLIC MINERAL PRODUCTS	-5,3%	-2,4%	-7,6%
MANUFACTURE OF BASIC METALS AND FABRICATED METAL PRODUCTS	11,7%	-3,2%	8,2%
MANUFACTURE OF MACHINERY AND EQUIPMENT N.E.C.	9,3%	-2,6%	6,5%
MANUFACTURE OF ELECTRICAL AND OPTICAL EQUIPMENT	0,9%	-8,4%	-7,6%
MANUFACTURE OF TRANSPORT EQUIPMENT	13,3%	-1,9%	11,2%
MANUFACTURING N.E.C.	1,8%	-0,6%	1,2%
ELECTRICITY, GAS AND WATER SUPPLY	1,0%	-1,7%	-0,7%
CONSTRUCTION	11,1%	-1,1%	9,9%
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES, MOTORCYCLES AND PERSONAL AND HOUSEHOLD GOODS	-15,3%	-8,7%	-22,7%
HOTELS AND RESTAURANTS	-2,2%	-2,0%	-4,2%
TRANSPORT, STORAGE AND COMMUNICATION	19,3%	-10,9%	6,4%
FINANCIAL INTERMEDIATION	-4,8%	-3,5%	-8,2%
REAL ESTATE, RENTING AND BUSINESS ACTIVITIES	3,5%	-5,4%	-2,1%
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	1,0%	-6,0%	-5,1%
EDUCATION	-14,6%	-10,2%	-23,3%

HEALTH AND SOCIAL WORK	-27,2%	-8,2%	-33,2%
OTHER COMMUNITY, SOCIAL AND PERSONAL SERVICE ACTIVITIES	1,3%	-4,0%	-2,7%

Occupation (ISCO level 1)

The highest discrimination is in the occupation group “Technicians and associate professionals”,(4%), but it is also high in the group of “Plant and machinery operators and assemblers, vehicle drivers”. Structural effect is extremely high (55,6%) among the crafts and related trades workers.

Table 16. Occupation (ISCO level 1)

	Structural effect	Discrimination effect	Total pay gap
LEGISLATORS, SENIOR GOVERNMENT OFFICIALS, LEADERS OF ENTERPRISES	-	-	-
PROFESSIONALS	-1,0%	-1,7%	-2,7%
TECHNICIANS AND ASSOCIATE PROFESSIONALS	-23,0%	4,0%	-19,8%
OFFICE AND MANAGEMENT (CUSTOMER SERVICES) CLERKS	-18,4%	-1,4%	-19,5%
SERVICES WORKERS	3,6%	-0,2%	3,4%
SKILLED AGRICULTURAL AND FORESTRY WORKERS	5,4%	0,3%	5,7%
CRAFT AND RELATED TRADES WORKERS	55,6%	1,8%	58,5%
PLANT AND MACHINE OPERATORS AND ASSEMBLERS, VEHICLE DRIVERS	13,7%	2,9%	16,9%
ELEMENTARY OCCUPATIONS	-5,5%	0,7%	-4,8%

Position

High discrimination effect is found among the white collar women workers (7,4%), but the structural effect with a higher reversed value eliminate it. Among the managers the structural and discrimination effect is in summary prejudicial to women.

Table 17. Position

	Structural effect	Discrimination effect	Total pay gap
Structural effect			
Blue-collar worker	-	-	-
White-collar worker	-16,7%	7,4%	-10,6%
manager	6,2%	2,2%	8,6%
other	0,8%	0,3%	1,1%

Education

The discrimination effect is growing in parallel with the rise of the school qualifications held and in case of graduate at a university it achieves the 22,8%. Over this the structural effect is culminating among the uneducated people (18.8%) and in the higher qualification GRPS it is already negative.

Table 18. Education

	Structural effect	Discrimination effect	Total pay gap
Less than 8 class	-	-	-
Vocational school	18,8%	7,2%	27,3%
Secondary school	-11,8%	17,3%	3,4%
College, University	-6,4%	22,8%	14,9%

Additional qualification

Acquisition of the additional qualifications are resulting 1.7% discrimination effect in favor of women.

Table 19. Do you have any additional qualifications?

	Structural effect	Discrimination effect	Total pay gap
You don't have other qualification	-	-	-
You have additional qualification	0,0%	-1,7%	-1,8%

Size of the organization

The overriding discrimination effect (3.6%) can be experienced in the 50-100 and 20-50 people employing organization.

Table 20. Number of employees in the organization

	Structural effect	Discrimination effect	Total pay gap
Less than 10	-	-	-
10-20	-0,1%	1,6%	1,5%
20-50	-2,3%	3,1%	0,7%
50-100	-0,6%	3,6%	3,0%
100-250	1,6%	1,6%	3,3%
250-500	1,4%	-0,5%	0,8%
500-1000	0,6%	0,3%	0,9%
1000-2000	0,7%	0,8%	1,5%
2000-5000	-0,2%	-0,2%	-0,4%
More than 5000	0,3%	0,1%	0,3%

Proportion of women in the organization

The greater the proportion of women in an organization generally results in increased discrimination in favor of women. This shows, that the higher women's proportion comparing to the reference group (0-20%) the more men's discrimination.

Table 21. Proportion of women in the organization

	Structural effect	Discrimination effect	Total pay gap
0-20%	-	-	-
20-40%	2,2%	-7,2%	-5,1%
40-60%	-0,3%	-11,6%	-11,9%
60-80%	1,0%	-16,6%	-15,8%
80-100%	1,0%	-14,1%	-13,3%

Job experience

The discrimination effect rises with the growing number of years spent in the job. The largest jump can be experienced among workers and employees who have 8-10 years and 11-20 years working experience: till that in preceding 8.7%, that in latter 34.8% the value of discrimination effect.

Table 22. Job experience

	Structural effect	Discrimination effect	Total pay gap
0-3 years	-	-	-
4-7 years	0,5%	6,3%	6,9%
8-10 years	4,1%	8,7%	13,1%
11-20 years	10,9%	34,8%	49,5%
21-30 years	-4,8%	38,2%	31,5%
31+ years	-11,0%	38,2%	23,0%

How many jobs do you have?

The number of jobs causes low discrimination and negligible structural effects.

Table 23. Number of jobs you have

	Structural effect	Discrimination effect	Total pay gap
1	-	-	-
2	-0,1%	-2,1%	-2,2%
3	-0,3%	-3,1%	-3,4%
4	0,1%	0,3%	0,3%
5	0,1%	1,3%	1,4%
6 or more	0,4%	-1,4%	-1,0%

Unemployment

The number of times being unemployed shows no significant effect to either the structural or discrimination effect.

Table 24. How many times were you unemployed

	Structural effect	Discrimination effect	Total pay gap
Never	-	-	-
Once	0,0%	-1,2%	-1,2%
Twice or more	0,1%	-0,1%	0,0%

Type of employment

Fixed time employment does not cause either structural effect, or discrimination effect.

Table 25. Type of employment

	Structural effect	Discrimination effect	Total pay gap
Indefinite agreement	-	-	-
Fixed term agreement	-0,1%	-0,1%	-0,2%

Collective agreement

It is amazing that the existence of the collective agreement is resulting high (15,5%) discrimination effect. Further examinations need to expose its reason.

Table 26. Collective agreement

	Structural effect	Discrimination effect	Total pay gap
No	-	-	-
Yes	-0,4%	15,5%	15,1%

Trade union membership

The trade-union membership has neither structural , nor discrimination effects .

Table 27. Trade union membership

	Structural effect	Discrimination effect	Total pay gap
No	-	-	-
Yes	0,0%	-0,3%	-0,4%

5. Conclusions

In our analysis we divided into two parts the gender pay gap with the help of Oaxaca Blinder decomposition method. The structural part of the gender pay gap shows the difference between men and women's income that would exist because of different characteristics of men and women if there were not any discrimination. Over this the discrimination is that part of the difference which would be present, if the men and women's structural characteristics were similar. (Here we should like to call the attention to the fact that although in our study we are comparing only the situation of men and women, the method employed - with the appropriate amendments if necessary – could also be applied to different group characteristics including ethnic minorities.)

In Hungary today the gender pay gap is 17.7 percent , which means , that men's average income is significantly higher than that of women. We can state this value is generally representative of the European comparison. After breaking-off of the disparity it is showing a surprising outcome: the structural effects result in negative income' rate (- 7.2%). This means that if there were not any discrimination, as outcome of the structural effects the men's income would be lower than women's.

This structural effect however not merely be compensated by the very high (26.9%) discrimination effect, but entirely reversed into the opposite direction and as an outcome, the women's average income is lower by 17,7% than that of men.

Consequently if we wished to decrease the gender pay gap our priority target would not be the modification of the structural characteristics of women (education, job position, etc.), but the continuous ousting of discriminative waging.

The decomposition method shows from the universe of structural variables which could influence the volume of the income which ones are chiefly responsible for the gender pay gap, and within this which factors and parts rather contribute to the structural differences, and which are responsible for discrimination.

In terms of the discrimination effect four factors are emerging among those examined.

The discriminatory effect of the school qualifications obtained is very significant: a woman who has the higher **education** has to face higher discrimination. . The **job experience**, namely the length of the working life strengthen the discrimination to a woman's disadvantage. In other words, with increasing length of working life men's income is rising faster, than the women's. The discrimination effect is also strong in case of the **women's proportion in organization** variable. Where the women's proportion in the offices is large the discrimination is small. Otherwise in workplaces where men outnumber women the discrimination is rather high. We also find discrimination in case of **offices with collective bargaining agreement**. This effect is due to the fact that in the men-dominated organizations the collective agreements are more frequent. These outcomes can provide a starting base to further analyses. They show those target groups within which it is necessary to examine the discrimination.

However, our current research data allows us to identify the most discriminated groups of women, which can help the authorities to take measures aimed at reducing the gender pay gap.

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Appendix

Regression coefficients

		percent of variable															
		Unstandardized coefficient B				x*beta											
		Mean				Mean(lnw)											
						D*F											
						E*G											
						E*(G-F)											
						F*(E-D)											
						Exp(J)											
						Exp(K)											
						L*M											
						1-L											
						M-1											
						N-1											
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P		
		1	2	1	2	1	2	1	2	1	2	1	2	1	2	1	2
		female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
Variables	Variable name																
DTTIP2	County town	-0,130	-0,025	0,338	0,298	-0,044	-0,007	0,001	0,036	100,1%	103,6%	103,7%	0,1%	3,6%	3,7%		
DTTIP4	Village	0,097	0,168	0,198	0,233	0,019	0,039	0,006	0,014	100,6%	101,4%	102,0%	0,6%	1,4%	2,0%		
DMEGYE2	Baranya	0,187	0,336	0,053	0,020	0,010	0,007	-0,011	0,008	98,9%	100,8%	99,7%	-1,1%	0,8%	-0,3%		
DMEGYE3	Bács-Kiskun	0,270	0,300	0,056	0,036	0,015	0,011	-0,006	0,002	99,4%	100,2%	99,6%	-0,6%	0,2%	-0,4%		
DMEGYE4	Békés	0,248	0,610	0,073	0,047	0,018	0,029	-0,016	0,026	98,4%	102,7%	101,1%	-1,6%	2,7%	1,1%		
DMEGYE5	Borsod-Abauj-Zemplén	0,267	0,305	0,084	0,083	0,022	0,025	0,000	0,003	100,0%	100,3%	100,3%	0,0%	0,3%	0,3%		
DMEGYE6	Csongrád	0,214	0,237	0,041	0,026	0,009	0,006	-0,004	0,001	99,6%	100,1%	99,7%	-0,4%	0,1%	-0,3%		
DMEGYE7	Fejér	0,697	0,895	0,068	0,071	0,048	0,063	0,002	0,014	100,2%	101,4%	101,6%	0,2%	1,4%	1,6%		
DMEGYE8	Győr-Moson-Sopron	0,458	0,456	0,030	0,024	0,014	0,011	-0,003	0,000	99,7%	100,0%	99,7%	-0,3%	0,0%	-0,3%		
DMEGYE9	Hajdu-Bihar	0,174	0,155	0,033	0,046	0,006	0,007	0,002	-0,001	100,2%	99,9%	100,1%	0,2%	-0,1%	0,1%		
DMEGYE10	Heves	0,289	0,536	0,016	0,018	0,005	0,009	0,001	0,004	100,1%	100,4%	100,5%	0,1%	0,4%	0,5%		
DMEGYE11	Komárom-Esztergom	0,477	0,511	0,038	0,031	0,018	0,016	-0,004	0,001	99,6%	100,1%	99,8%	-0,4%	0,1%	-0,2%		
DMEGYE12	Nógrád	0,380	0,504	0,017	0,039	0,006	0,020	0,011	0,002	101,1%	100,2%	101,3%	1,1%	0,2%	1,3%		
DMEGYE13	Pest	0,397	0,238	0,056	0,071	0,022	0,017	0,004	-0,009	100,4%	99,1%	99,5%	0,4%	-0,9%	-0,5%		
DMEGYE14	Somogy	0,190	-0,248	0,025	0,018	0,005	-0,005	0,002	-0,011	100,2%	98,9%	99,1%	0,2%	-1,1%	-0,9%		
	Szabolcs-Szatmár-																
DMEGYE15	Bereg	0,130	0,125	0,044	0,045	0,006	0,006	0,000	0,000	100,0%	100,0%	100,0%	0,0%	0,0%	0,0%		
	Jász-Nagykun-																
DMEGYE16	Szolnok	-0,077	-0,115	0,029	0,048	-0,002	-0,006	-0,002	-0,001	99,8%	99,9%	99,7%	-0,2%	-0,1%	-0,3%		
DMEGYE17	Tolna	0,305	0,012	0,018	0,031	0,005	0,000	0,000	-0,005	100,0%	99,5%	99,5%	0,0%	-0,5%	-0,5%		

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DMEGYE18	Vas	0,114	0,512	0,064	0,064	0,007	0,033	0,000	0,025	100,0%	102,6%	102,6%	0,0%	2,6%	2,6%
DMEGYE19	Veszprém	0,339	0,544	0,021	0,020	0,007	0,011	-0,001	0,004	99,9%	100,4%	100,4%	-0,1%	0,4%	0,4%
DMEGYE20	Zala	0,536	0,441	0,065	0,071	0,035	0,031	0,003	-0,006	100,3%	99,4%	99,6%	0,3%	-0,6%	-0,4%
DISK42	Vocational school	0,961	1,315	0,195	0,326	0,188	0,429	0,172	0,069	118,8%	107,2%	127,3%	18,8%	7,2%	27,3%
DISK43	Secondary school	1,151	1,500	0,458	0,374	0,527	0,561	-0,126	0,160	88,2%	117,3%	103,4%	-11,8%	17,3%	3,4%
DISK44	College, University	1,652	2,430	0,264	0,237	0,436	0,575	-0,066	0,205	93,6%	122,8%	114,9%	-6,4%	22,8%	14,9%
DKCSOP2	30-34 years	0,227	0,061	0,158	0,186	0,036	0,011	0,002	-0,026	100,2%	97,4%	97,6%	0,2%	-2,6%	-2,4%
DKCSOP3	35-39 years	0,240	0,008	0,165	0,167	0,040	0,001	0,000	-0,038	100,0%	96,2%	96,2%	0,0%	-3,8%	-3,8%
DKCSOP4	40-44 years	0,137	-0,007	0,143	0,140	0,020	-0,001	0,000	-0,021	100,0%	98,0%	98,0%	0,0%	-2,0%	-2,0%
DKCSOP5	45-49 years	0,243	0,007	0,169	0,142	0,041	0,001	0,000	-0,040	100,0%	96,1%	96,1%	0,0%	-3,9%	-3,9%
DKCSOP6	50-55 years	0,395	-0,228	0,219	0,201	0,086	-0,046	0,004	-0,136	100,4%	87,3%	87,6%	0,4%	-12,7%	-12,4%
DSZFERA2	Public sector	-0,072	-0,090	0,327	0,204	-0,023	-0,018	0,011	-0,006	101,1%	99,4%	100,5%	1,1%	-0,6%	0,5%
DSZFERA3	Non profit sector	0,247	0,403	0,034	0,021	0,008	0,009	-0,005	0,005	99,5%	100,5%	100,0%	-0,5%	0,5%	0,0%
DTEAOR4	MINING	5,072	3,297	0,004	0,012	0,020	0,041	0,028	-0,007	102,8%	99,3%	102,1%	2,8%	-0,7%	2,1%
DTEAOR5	MANUFACTURE OF FOOD PRODUCTS,	4,135	3,038	0,050	0,053	0,207	0,162	0,009	-0,055	100,9%	94,6%	95,5%	0,9%	-5,4%	-4,5%
DTEAOR6	MANUFACTURE OF TEXTILES	4,085	3,317	0,038	0,012	0,155	0,041	-0,084	-0,029	91,9%	97,1%	89,3%	-8,1%	-2,9%	-10,7%
DTEAOR7	MANUFACTURE OF LEATHER	4,236	3,228	0,012	0,008	0,051	0,025	-0,014	-0,012	98,6%	98,8%	97,5%	-1,4%	-1,2%	-2,5%
DTEAOR8	MANUFACTURE OF WOOD	4,670	3,413	0,003	0,010	0,012	0,034	0,025	-0,003	102,5%	99,7%	102,2%	2,5%	-0,3%	2,2%
DTEAOR9	MANUFACTURE OF PULP, PAPER	4,128	3,182	0,018	0,022	0,073	0,071	0,015	-0,017	101,5%	98,3%	99,8%	1,5%	-1,7%	-0,2%
DTEAOR10	MANUFACTURE OF COKE, REFINED PETROLEUM	4,426	3,078	0,011	0,012	0,048	0,036	0,003	-0,015	100,3%	98,6%	98,8%	0,3%	-1,4%	-1,2%
DTEAOR11	MANUFACTURE OF CHEMICALS,	4,309	3,530	0,007	0,006	0,028	0,019	-0,004	-0,005	99,6%	99,5%	99,1%	-0,4%	-0,5%	-0,9%
	MANUFACTURE OF OTHER NON-METALLIC														
DTEAOR12	MINERAL PRODUCTS	4,297	3,288	0,024	0,008	0,104	0,025	-0,054	-0,024	94,7%	97,6%	92,4%	-5,3%	-2,4%	-7,6%
	MANUFACTURE OF BASIC METALS														
DTEAOR13	AND FABRICATED METAL PRODUCTS	4,041	3,009	0,031	0,068	0,125	0,204	0,111	-0,032	111,7%	96,8%	108,2%	11,7%	-3,2%	8,2%
	MANUFACTURE OF MACHINERY														
DTEAOR14	AND EQUIPMENT N.E.C.	4,353	3,174	0,022	0,050	0,097	0,160	0,089	-0,026	109,3%	97,4%	106,5%	9,3%	-2,6%	6,5%
DTEAOR15	MANUFACTURE OF ELECTRICAL EQUIPMENT	4,215	3,402	0,108	0,111	0,457	0,378	0,009	-0,088	100,9%	91,6%	92,4%	0,9%	-8,4%	-7,6%
DTEAOR16	MANUFACTURE OF TRANSPORT EQUIPMENT	4,617	3,503	0,017	0,053	0,079	0,185	0,125	-0,019	113,3%	98,1%	111,2%	13,3%	-1,9%	11,2%
DTEAOR17	MANUFACTURING N.E.C.	5,597	3,621	0,003	0,008	0,016	0,028	0,018	-0,006	101,8%	99,4%	101,2%	1,8%	-0,6%	1,2%
DTEAOR18	ELECTRICITY, GAS AND WATER SUPPLY	4,012	3,154	0,020	0,023	0,080	0,073	0,010	-0,017	101,0%	98,3%	99,3%	1,0%	-1,7%	-0,7%
DTEAOR19	CONSTRUCTION	4,289	3,536	0,014	0,044	0,061	0,156	0,105	-0,011	111,1%	98,9%	109,9%	11,1%	-1,1%	9,9%

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DTEAOR20	WHOLESALE AND RETAIL TRADE;	4,384	3,530	0,107	0,060	0,468	0,211	-0,166	-0,091	84,7%	91,3%	77,3%	-15,3%	-8,7%	-22,7%
DTEAOR21	HOTELS AND RESTAURANTS	4,413	3,318	0,019	0,012	0,083	0,040	-0,022	-0,021	97,8%	98,0%	95,8%	-2,2%	-2,0%	-4,2%
	TRANSPORT, STORAGE AND														
DTEAOR22	COMMUNICATION	4,313	3,194	0,103	0,158	0,443	0,505	0,177	-0,115	119,3%	89,1%	106,4%	19,3%	-10,9%	6,4%
DTEAOR23	FINANCIAL INTERMEDIATION	4,612	3,101	0,024	0,008	0,109	0,024	-0,049	-0,036	95,2%	96,5%	91,8%	-4,8%	-3,5%	-8,2%
	REAL ESTATE, RENTING AND														
DTEAOR24	BUSINESS ACTIVITIES	4,503	3,583	0,060	0,070	0,272	0,251	0,035	-0,056	103,5%	94,6%	97,9%	3,5%	-5,4%	-2,1%
	PUBLIC ADMINISTRATION														
DTEAOR25	AND DEFENCE	4,437	3,370	0,058	0,061	0,258	0,205	0,009	-0,062	101,0%	94,0%	94,9%	1,0%	-6,0%	-5,1%
DTEAOR26	EDUCATION	4,117	2,932	0,091	0,037	0,373	0,108	-0,158	-0,107	85,4%	89,8%	76,7%	-14,6%	-10,2%	-23,3%
DTEAOR27	HEALTH AND SOCIAL WORK	4,277	3,507	0,111	0,021	0,475	0,072	-0,317	-0,085	72,8%	91,8%	66,8%	-27,2%	-8,2%	-33,2%
	OTHER COMMUNITY, SOCIAL														
	AND PERSONAL														
DTEAOR28	SERVICE ACTIVITIES	4,664	3,371	0,031	0,035	0,146	0,119	0,013	-0,041	101,3%	96,0%	97,3%	1,3%	-4,0%	-2,7%
DTEOR2	PROFESSIONALS	1,710	1,607	0,168	0,162	0,287	0,260	-0,010	-0,017	99,0%	98,3%	97,3%	-1,0%	-1,7%	-2,7%
	TECHNICIANS AND														
DTEOR3	ASSOCIATE PROFESSIONALS	1,724	1,874	0,265	0,126	0,456	0,235	-0,261	0,040	77,0%	104,0%	80,2%	-23,0%	4,0%	-19,8%
DTEOR4	OFFICE AND MANAGEMENT CLERKS	1,747	1,647	0,140	0,016	0,244	0,027	-0,203	-0,014	81,6%	98,6%	80,5%	-18,4%	-1,4%	-19,5%
DTEOR5	SERVICES WORKERS	2,153	2,132	0,116	0,132	0,249	0,282	0,035	-0,002	103,6%	99,8%	103,4%	3,6%	-0,2%	3,4%
DTEOR6	SKILLED AGRICULTURAL WORKERS	4,627	5,087	0,007	0,017	0,030	0,086	0,053	0,003	105,4%	100,3%	105,7%	5,4%	0,3%	5,7%
DTEOR7	CRAFT AND RELATED TRADES WORKERS	2,182	2,337	0,117	0,307	0,256	0,716	0,442	0,018	155,6%	101,8%	158,5%	55,6%	1,8%	58,5%
	PLANT AND MACHINE OPERATORS,														
DTEOR8	VEHICLE DRIVERS	2,102	2,419	0,090	0,143	0,189	0,345	0,128	0,029	113,7%	102,9%	116,9%	13,7%	2,9%	16,9%
DTEOR9	ELEMENTARY OCCUPATIONS	2,497	2,624	0,057	0,036	0,142	0,093	-0,056	0,007	94,5%	100,7%	95,2%	-5,5%	0,7%	-4,8%
DSTAT2	White-collar worker	0,557	0,703	0,490	0,230	0,273	0,161	-0,183	0,071	83,3%	107,4%	89,4%	-16,7%	7,4%	-10,6%
DSTAT3	manager	1,138	1,432	0,075	0,118	0,086	0,168	0,060	0,022	106,2%	102,2%	108,6%	6,2%	2,2%	8,6%
DSTAT4	Other	0,393	0,432	0,073	0,092	0,029	0,040	0,008	0,003	100,8%	100,3%	101,1%	0,8%	0,3%	1,1%
DSIZE2	10-20 employee	0,768	0,973	0,075	0,075	0,058	0,073	-0,001	0,015	99,9%	101,6%	101,5%	-0,1%	1,6%	1,5%
DSIZE3	20-50	0,829	1,071	0,125	0,104	0,104	0,111	-0,023	0,030	97,7%	103,1%	100,7%	-2,3%	3,1%	0,7%
DSIZE4	50-100	0,842	1,121	0,126	0,121	0,106	0,135	-0,006	0,035	99,4%	103,6%	103,0%	-0,6%	3,6%	3,0%
DSIZE5	100-250	0,969	1,072	0,155	0,170	0,150	0,182	0,016	0,016	101,6%	101,6%	103,3%	1,6%	1,6%	3,3%
DSIZE6	250-500	0,971	0,929	0,119	0,134	0,116	0,124	0,014	-0,005	101,4%	99,5%	100,8%	1,4%	-0,5%	0,8%

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DSIZE7	500-1000	0,854	0,890	0,091	0,098	0,078	0,087	0,005	0,003	100,6%	100,3%	100,9%	0,6%	0,3%	0,9%
DSIZE8	1000-2000	0,818	0,948	0,059	0,066	0,048	0,063	0,007	0,008	100,7%	100,8%	101,5%	0,7%	0,8%	1,5%
DSIZE9	2000-5000	0,788	0,767	0,106	0,104	0,084	0,080	-0,002	-0,002	99,8%	99,8%	99,6%	-0,2%	-0,2%	-0,4%
DSIZE10	5000-more	0,805	0,819	0,056	0,059	0,045	0,048	0,003	0,001	100,3%	100,1%	100,3%	0,3%	0,1%	0,3%
DFEMA2	20-40% proportion of women	0,781	0,327	0,165	0,233	0,129	0,076	0,022	-0,075	102,2%	92,8%	94,9%	2,2%	-7,2%	-5,1%
DFEMA3	40-60%	0,572	0,076	0,248	0,204	0,142	0,015	-0,003	-0,123	99,7%	88,4%	88,1%	-0,3%	-11,6%	-11,9%
DFEMA4	60-80%	0,522	-0,069	0,307	0,165	0,160	-0,011	0,010	-0,181	101,0%	83,4%	84,2%	1,0%	-16,6%	-15,8%
DFEMA5	80-100%	0,718	-0,056	0,197	0,026	0,141	-0,001	0,010	-0,152	101,0%	85,9%	86,7%	1,0%	-14,1%	-13,3%
DTAP2	4-7 year job experience	1,655	2,448	0,077	0,079	0,128	0,194	0,005	0,061	100,5%	106,3%	106,9%	0,5%	6,3%	6,9%
DTAP3	8-10 years	1,602	2,637	0,081	0,096	0,129	0,252	0,040	0,083	104,1%	108,7%	113,1%	4,1%	8,7%	13,1%
DTAP4	11-20 years	1,540	2,621	0,276	0,316	0,425	0,828	0,104	0,299	110,9%	134,8%	149,5%	10,9%	34,8%	49,5%
DTAP5	21-30 years	1,630	2,709	0,299	0,281	0,488	0,762	-0,049	0,323	95,2%	138,2%	131,5%	-4,8%	38,2%	31,5%
DTAP6	31+ years	1,609	2,992	0,234	0,195	0,376	0,583	-0,117	0,324	89,0%	138,2%	123,0%	-11,0%	38,2%	23,0%
DJHIST2	1 job	0,235	0,127	0,194	0,186	0,046	0,024	-0,001	-0,021	99,9%	97,9%	97,8%	-0,1%	-2,1%	-2,2%
DJHIST3	2	0,243	0,104	0,226	0,195	0,055	0,020	-0,003	-0,031	99,7%	96,9%	96,6%	-0,3%	-3,1%	-3,4%
DJHIST4	3	0,187	0,202	0,185	0,189	0,035	0,038	0,001	0,003	100,1%	100,3%	100,3%	0,1%	0,3%	0,3%
DJHIST5	4	0,189	0,311	0,105	0,110	0,020	0,034	0,001	0,013	100,1%	101,3%	101,4%	0,1%	1,3%	1,4%
DJHIST6	5 or more	0,276	0,137	0,101	0,131	0,028	0,018	0,004	-0,014	100,4%	98,6%	99,0%	0,4%	-1,4%	-1,0%
DBREAK2	Unemployed	0,082	0,039	0,288	0,282	0,024	0,011	0,000	-0,012	100,0%	98,8%	98,8%	0,0%	-1,2%	-1,2%
DBREAK3	Twice or more	0,039	0,032	0,107	0,127	0,004	0,004	0,001	-0,001	100,1%	99,9%	100,0%	0,1%	-0,1%	0,0%
Van-e gyereke	You have children	0,145	0,139	0,773	0,712	0,112	0,099	-0,008	-0,004	99,2%	99,6%	98,7%	-0,8%	-0,4%	-1,3%
más															
képesítést															
szerzett	Additional qualification	0,021	-0,011	0,538	0,573	0,011	-0,007	0,000	-0,018	100,0%	98,3%	98,2%	0,0%	-1,7%	-1,8%
kollektív	Collective bargaining agreement														
szerződés	is in the organization	0,071	0,266	0,742	0,727	0,053	0,193	-0,004	0,144	99,6%	115,5%	115,1%	-0,4%	15,5%	15,1%
Munka															
viszony-															
határozott															
idejű	Fixed term agreement	0,108	0,094	0,080	0,070	0,009	0,007	-0,001	-0,001	99,9%	99,9%	99,8%	-0,1%	-0,1%	-0,2%
Szak															
szervezeti	Trade union membership	0,023	0,016	0,462	0,447	0,010	0,007	0,000	-0,003	100,0%	99,7%	99,6%	0,0%	-0,3%	-0,4%

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tag															
konstans tag	0,096	0,161	1,000	1,000	0,096	0,161	0,000	0,065	100,0%	106,7%	106,7%	0,0%	6,7%	6,7%	
Összesen					11,479	11,643	-0,075	0,173	92,8%	126,9%	117,7%	-7,2%	26,9%	17,7%	