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K10.1 Labour market discrimination, 1995–2016

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The wage survey data is available annually since the 1990's in a mostly comparable structure. Thus, the wage model can be estimated for two decades with a slight modification. It is eminently interesting how the gender wage gap changed over this period. A model very similar to Model 4 in Table 10.1 was estimated for the period between 1995 and 2016. The labour contract type had to be omitted from the regression. *Figure K.10.1* presents these estimates, together with the raw wage gap.

The gender wage gap declined until 2006, and stagnated afterwards. It is clear that the raw wage gap was not only smaller than the true discrimina-

tion, measured in a wage model, but the 'true' discrimination decreased less than one would guess from the raw gender wage gap.¹ *Figure K.10.1* also presents the difference in the gender specific median wages: the difference between a 'typical' female and a 'typical' male employee is significantly smaller than the average difference, indicating that the two wage distributions are different. That also means that the gender wage gap is not uniform for all.

¹ The raw gender wage gap is given by Model 1 in Table 10.1.

Figure K.10.1: Gender wage gap, hourly wage rate, corporate sector (percentages)

