

**Table A1: Summary Statistics of Variables in ESES –final sample used, 36515**

	%
<b>Education</b>	
Primary or no degree 0-6 ed1	6.2
Lower secondary 9 yrs ed2	22.6
General upper secondary 12 yrs ed4	50.4
Higher non-university short type 14 yrs ed7	13.6
University and non-university higher ed8	6.1
post grad ed9	1.1
<b>Prior experience</b>	
Simple	8.6 years (mean)
<b>Seniority in the company</b>	
Simple	9.2 years (mean)
<b>Sex</b>	
Male	59.7
Female	40.3
<b>Occupation</b>	
Office clerks 0cc41	14.3
Corporate managers occ12	1.8
Managers of small enterprises occ13	4.2
Physical, mathematic and engineer science professionals occ21`	2.8
Life science and health professionals occ22	0.1
Other professionals occ24	2.7
Physical and engineer science associate professionals 0cc31	3.4
Life science and health associate professionals occ32	0.2
Other associate professionals (occ34)	4.0
Customer services clerk (occ42)	3.9
Personal and protective services workers (occ51)	4.9
Models, salesperson and demonstrators (occ52)	10.8
Extraction and building trading workers (occ71)	0.4
Metal, machinery and related trades workers (occ72)	5.1
Precision, handicraft, printing workers (occ73)	1.2
Other craft and related trades workers (occ74)	5.2
Stationary plant and related operators occ81)	4.7
Machine operators and assemblers (occ82)	19.1
Drivers and mobile plant operators (occ83)	2.6
sales and services elementary occupations (occ91)	4.3
labourers in mining, construction, manufacturing and transport (occ93)	4.3
<b>Industry</b>	
Retail Trade;repair of personal and household goods n52	12.2
Mining or Coal and Lignite n10	0.6
Mining of Metal Ores (n13)	0.2
Other Mining and Quarrying (n14)	0.6
Manufacture of Food Products and Beverages (n15)	11.9
Manufacture of Tobacco Products (n16)	0.3
Manufacture of Textiles (n17)	1.9

Manufacture of Wearing Apparel (n18)	2.4
Manufacture of Leather and Leather products (ndc)	0.2
Manufacture of Wood and Wood Products (nnd)	0.7
Manufacture of Pulp, Paper and Paper Products (n21)	1.0
Publishing, printing and reproduction of recorded media (n22)	3.5
Manufacture of Coke, refined petroleum products and nuclear fuel (ndf)	0.1
Manufacture of Chemicals, chemical products and man-made fibres (ndg)	5.7
Manufacture of Rubber and Plastic Products (ndh)	2.1
Manufacture of Other Non-Metallic Mineral Products (ndi)	2.1
Manufacture of Basic Metals (n27)	0.5
Manufacture of Fabricated Metal Products, except Machinery and Equipment (n28)	2.4
Machinery of Machinery and Equipment n.e.c. (ndk)	3.3
Manufacture of Office Machinery and Computers (n30)	4.1
Manufacture of Electrical Machinery and Apparatus n.e.c. (n31)	3.0
Manufacture of radio, television and communication equipment and apparatus (n32)	1.9
Manufacture of Medical, Precision and Optical Instruments, watches and clocks (n33)	3.3
Manufacture of motor vehicles, trailers and semi-trailers (n34)	1.2
Manufacture of Other Transport Equipment (n35)	1.5
Manufacture of furniture (n36)	2.1
Recycling (n37)	0.01
Electricity, Gas, Steam and hot water supply	3.9
Collection, purification and distribution of water	0.4
Sale, maintenance and repair of motor vehicles (n50)	1.1
Wholesale Trade & commission trade (n51)	5.6
Hotels and Restaurants (nh)	8.4
Financial Intermediation (n65)	8.7
Insurance and Pension Funding (n66)	3.1
<b>Supervises the work of his or her co-workers</b>	
No	90.3
Yes	9.7
<b>Hours</b>	
Ln of the hours paid, including overtime paid	3.6
<b>Overtime paid</b>	
No	66.9
Yes	33.1
<b>Contract</b>	
Unlimited -term employment contract	93.8
Limited-term employment contract	4.2
Other employment contract (includes apprentice)	2.0
<b>Size of the establishment</b>	
Mean number of workers	579
<b>Mean Gross Hourly Wage</b>	<b>7.26</b>
<b>Level of wage bargaining</b>	
National	60.1
Other	39.1

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Annual Bonus	26.4
Overtime premium	18.0
Privately owned	96.3

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**Table A2: Estimation Results for Alternative Wage Equations, Structure of Earnings Survey, Ireland 1996**

	Sector Only		Sector and Employee	
	Co-efficient	Standard error	Co-efficient	Standard error
Constant	1.5867	0.0090	0.9688	0.0236
<b>Sector</b>				
Retail Trade;repair of personal and household goods n52				
Mining or Coal and Lignite n10	0.6452	0.0154	0.2869	0.0335
Mining of Metal Ores (n13)	1.2918	0.0922	0.8840	0.0598
Other Mining and Quarrying (n14)	0.2772	0.0337	0.0549	0.0225
Manufacture of Food Products and Beverages (n15)	0.3173	0.0119	0.1338	0.0090
Manufacture of Tobacco Products (n16)	0.8775	0.0526	0.4387	0.0342
Manufacture of Textiles (n17)	0.1864	0.0186	0.0435	0.0131
Manufacture of Wearing Apparel (n18)	<b>-0.0259</b>	<b>0.0193</b>	0.0841	0.0136
Manufacture of Leather and Leather products (ndc)	<b>-0.0105</b>	<b>0.0417</b>	<b>0.0231</b>	<b>0.0272</b>
Manufacture of Wood and Wood Products (nnd)	0.1715	0.0250	0.0422	0.0169
Manufacture of Pulp, Paper and Paper Products (n21)	0.3918	0.0238	0.2486	0.0161
Publishing, printing and reproduction of recorded media (n22)	0.5718	0.0157	0.3207	0.0112
Manufacture of Coke, refined petroleum products and nuclear fuel (ndf)	1.1989	0.0823	0.5984	0.0532
Manufacture of Chemicals, chemical products and man-made fibres (ndg)	0.6806	0.0142	0.2656	0.0106
Manufacture of Rubber and Plastic Products (ndh)	0.2386	0.0175	0.0901	0.0125
Manufacture of Other Non-Metallic Mineral Products (ndi)	0.3840	0.0193	0.1659	0.0135
Manufacture of Basic Metals (n27)	0.5720	0.0381	0.2678	0.0251
Manufacture of Fabricated Metal Products, except Machinery and Equipment (n28)	0.2833	0.1623	0.0983	0.0117
Machinery of Machinery and Equipment n.e.c. (ndk)	0.3287	0.0162	0.1281	0.0117
Manufacture of Office Machinery and Computers (n30)	0.4373	0.0193	0.1867	0.0136
Manufacture of Electrical Machinery and Apparatus n.e.c. (n31)	0.2714	0.0185	0.1492	0.0129
Manufacture of radio, television and communication equipment and apparatus (n32)	0.3498	0.0221	0.1965	0.0152
Manufacture of Medical, Precision and Optical Instruments, watches and clocks (n33)	0.3780	0.0175	0.16672	0.0124
Manufacture of motor vehicles,	0.2432	0.0261	0.0643	0.0176

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trailers and semi-trailers (n34)				
Manufacture of Other Transport Equipment (n35)	0.5071	0.0299	0.1700	0.0201
Manufacture of furniture (n36)	0.2170	0.0176	0.0510	0.0124
Recycling (n37)	0.4054	0.1618	0.2559	0.1039
Electricity, Gas, Steam and hot water supply(n40)	0.9956	0.0232	0.3343	0.0165
Collection, purification and distribution of water (n41)	0.4188	0.0322	0.0945	0.0216
Sale, maintenance and repair of motor vehicles (n50)	0.2239	0.0203	0.0718	0.0137
Wholesale Trade & commission trade (n51)	0.4561	0.0131	0.2029	0.0090
Hotels and Restaurants (nh)	-0.1321	0.0122	<b>0.0034</b>	<b>0.0093</b>
Financial Intermediation (n65)	0.7955	0.0147	0.4485	0.0109
Insurance and Pension Funding (n66)	0.8651	0.0201	0.4749	0.0136

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### Education

Primary or no degree 0-6 ed1		0.1208	0.0078
Lower secondary 9 yrs ed2		0.2375	0.0079
General upper secondary 12 yrs ed4		0.3671	0.0098
Higher non-university short type 14 yrs ed7		0.5211	0.0122
University and non-university higher ed8		0.6693	0.0194
post grad ed9		0.0354	0.0011

### Prior experience

Simple		0.0355	0.0011
squared/10 <sup>2</sup>		-0.1364	0.0070
cubed/10 <sup>3</sup>		0.1640	0.0010

### Seniority in the company

Simple		0.0347	0.0006
Squared/10 <sup>2</sup>		-0.0536	0.0019
Dummy=1 if individual has no seniority		-0.0715	0.0066

### Sex

Male			
Female		-0.1599	0.0042

### Occupation

Office clerks 0cc41			
Corporate managers occ12		0.6779	0.0134
Managers of small enterprises occ13		0.3797	0.0108
Physical, mathematic and engineer science professionals occ21`		0.3261	0.0139
Life science and health professionals occ22		0.2514	0.0538
Other professionals occ24		0.3535	0.0131
Physical and engineer science associate professionals 0cc31		0.1086	0.0115

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Life science and health associate professionals (occ32)		0.1704	0.0354
Other associate professionals (occ34)		0.2632	0.0107
<b>Customer services clerk (occ42)</b>		<b>0.0070</b>	<b>0.0099</b>
Personal and protective services workers (occ51)		-0.1217	0.0106
Models, salesperson and demonstrators (occ52)		-0.0877	0.0088
Extraction and building trading workers (occ71)		-0.1063	0.0236
Metal, machinery and related trades workers (occ72)		-0.0485	0.0102
<b>Precision, handicraft, printing workers (occ73)</b>		<b>-0.0114</b>	<b>0.0149</b>
Other craft and related trades workers (occ74)		-0.0916	0.0095
Stationary plant and related operators (occ81)		-0.0882	0.0103
Machine operators and assemblers (occ82)		-0.0983	0.0075
Drivers and mobile plant operators (occ83)		-0.1482	0.0122
sales and services elementary occupations (occ91)		-0.2508	0.0101
labourers in mining, construction, manufacturing and transport (occ93)		-0.1916	0.0101
<b>Supervises the work of his or her co-workers</b>			
No			
Yes		0.1516	0.0060
<b>Hours</b>			
Ln of the hours paid, including overtime paid		0.0365	0.0056
<b>Overtime paid</b>			
No			
Yes		0.0258	0.0046
<b>Contract</b>			
Unlimited -term employment contract			
Limited-term employment contract		-0.0014	0.0087
Other employment contract		-0.2414	0.0109
Premium shift work? Yes		0.1617	0.0055
Bonus annual paid? Yes		0.3213	0.0042
R2	0.2284	0.6831	
N obs	36515	36515	
N industries	34	34	

**Table A3: Inter-industry wage differentials in log point terms, Ireland 1996**

	Only sector variables in wage equation	Sector, employee and job variables	All variables in wage equation
<b>Sector</b>			
Retail Trade;repair of personal and household goods n52	-0.3234	-0.1527	-0.1713
Mining or Coal and Lignite n10	0.3228	0.1341	0.0693
Mining of Metal Ores (n13)	0.9684	0.7312	0.6416
Other Mining and Quarrying (n14)	<b>-0.0462</b>	<b>-0.0979</b>	-0.1010
Manufacture of Food Products and Beverages (n15)	<b>-0.0060</b>	-0.0190	-0.0305
Manufacture of Tobacco Products (n16)	0.5542	0.2859	0.2777
Manufacture of Textiles (n17)	-0.1370	-0.1093	-0.1000
Manufacture of Wearing Apparel (n18)	<b>-0.3493</b>	-0.0687	-0.0796
Manufacture of Leather and Leather products (ndc)	<b>-0.3339</b>	<b>-0.1297</b>	-0.1164
Manufacture of Wood and Wood Products (nnd)	-0.1518	-0.1106	-0.0843
Manufacture of Pulp, Paper and Paper Products (n21)	0.0684	0.0958	0.1138
Publishing, printing and reproduction of recorded media (n22)	0.2484	0.1679	0.1780
Manufacture of Coke, refined petroleum products and nuclear fuel (ndf)	0.8755	0.4457	0.4533
Manufacture of Chemicals, chemical products and man-made fibres (ndg)	0.3572	0.1129	0.1109
Manufacture of Rubber and Plastic Products (ndh)	-0.0848	-0.0627	-0.0357
Manufacture of Other Non-Metallic Mineral Products (ndi)	0.0606	<b>0.0131</b>	0.0160
Manufacture of Basic Metals (n27)	0.2486	0.1150	0.1046
Manufacture of Fabricated Metal Products, except Machinery and Equipment (n28)	-0.0401	-0.0545	-0.0282
Machinery of Machinery and Equipment n.e.c. (ndk)	<b>0.0055</b>	-0.0247	-0.0178
Manufacture of Office Machinery and Computers (n30)	0.1139	0.0339	-0.0108
Manufacture of Electrical Machinery and Apparatus n.e.c. (n31)	-0.0520	<b>-0.0036</b>	<b>-0.0115</b>
Manufacture of radio, television and communication equipment and apparatus (n32)	<b>0.0264</b>	0.0437	0.0286
Manufacture of Medical, Precision and Optical Instruments, watches and clocks (n33)	0.0546	<b>0.0144</b>	<b>0.0022</b>

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Manufacture of motor vehicles, trailers and semi-trailers (n34)	-0.0802	-0.0885	-0.0910
Manufacture of Other Transport Equipment (n35)	0.1837	<b>0.0173</b>	<b>-0.0154</b>
Manufacture of furniture (n36)	-0.1064	-0.1018	-0.0885
Recycling (n37)	<b>0.0820</b>	<b>0.1031</b>	<b>0.1474</b>
Electricity, Gas, Steam and hot water supply(n40)	-0.9145	0.1815	0.0848
Collection, purification and distribution of water (n41)	-1.4913	-0.0583	<b>-0.0095</b>
Sale, maintenance and repair of motor vehicles (n50)	-0.0995	-0.0810	-0.0528
Wholesale Trade & commission trade (n51)	0.1328	0.0501	0.0671
Hotels and Restaurants (nh)	-0.4555	<b>-0.1494</b>	-0.1509
Financial Intermediation (n65)	0.4722	0.2957	0.1934
Insurance and Pension Funding (n66)	0.5417	0.3221	0.2702

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