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

	%
Education	
	6.2
Primary or no degree 0-6 ed1 Lower secondary 9 yrs ed2	22.6
	50.4
General upper secondary 12 yrs ed4	
Higher non-university short type 14 yrs ed7	13.6
University and non-university higher ed8	6.1
post grad ed9	1.1
Prior experience	
Simple	8.6 years
•	(mean)
Seniority in the company	
Simple	9.2 years
•	(mean)
Sex	
Male	59.7
Female	40.3
Occupation 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
Industry	
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 (ndd)	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	2.4
Equipment (n28)	
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	1.9
apparatus (n32)	
Manufacture of Medical, Precision and Optical Instruments, watches and	3.3
clocks (n33)	
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
	3.1
Insurance and Pension Funding (n66)	3.1
Supervises the work of his or her co-workers	
No	90.3
Yes	9.7
Hours	2.6
Ln of the hours paid, including overtime paid	3.6
Overtime paid	
No	66.9
Yes	33.1
<u>~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ </u>	55.1
Contract	
Unlimited -term employment contract	93.8
Limited-term employment contract	4.2
Other employment contract (includes apprentice)	2.0
Size of the establishment	2.0
Mean number of workers	579
WORDS	517
Mean Gross Hourly Wage	7.26
Level of wage bargaining	
National	60.1
Other	39.1

Annual Bonus	26.4
Overtime premium	18.0
Privately owned	96.3

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

Lai milgs Survey, Ireland 1990	Sector Only		Sector and Employee		
	Co-efficient	Standard	Co-efficient	Standard	
		error		error	
Constant	1.5867	0.0090	0.9688	0.0236	
Sector					
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	0.3173	0.0119	0.1338	0.0090	
Beverages (n15)					
Manufacture of Tobacco Products	0.8775	0.0526	0.4387	0.0342	
(n16)					
Manufacture of Textiles (n17)	0.1864	0.0186	0.0435	0.0131	
Manufacture of Wearing Apparel	-0.0259	0.0193	0.0841	0.0136	
(n18)	0.015-		0.555	0.00	
Manufacture of Leather and Leather	-0.0105	0.0417	0.0231	0.0272	
products (ndc)	0.1515	0.0250	0.0422	0.01.60	
Manufacture of Wood and Wood	0.1715	0.0250	0.0422	0.0169	
Products (ndd)  Manufacture of Pula Paner and Paner	0.3918	0.0229	0.2486	0.0161	
Manufacture of Pulp, Paper and Paper Products (n21)	0.3918	0.0238	0.2480	0.0161	
Publishing, printing and reproduction	0.5718	0.0157	0.3207	0.0112	
of recorded media (n22)	0.5710	0.0137	0.3207	0.0112	
Manufacture of Coke, refined	1.1989	0.0823	0.5984	0.0532	
petroleum products and nuclear fuel	1.1707	0.0023	0.0001	0.0232	
(ndf)					
Manufacture of Chemicals, chemical	0.6806	0.0142	0.2656	0.0106	
products and man-made fibres (ndg)					
Manufacture of Rubber and Plastic	0.2386	0.0175	0.0901	0.0125	
Products (ndh)					
Manufacture of Other Non-Metallic	0.3840	0.0193	0.1659	0.0135	
Mineral Products (ndi)					
Manufacture of Basic Metals (n27)	0.5720	0.0381	0.2678	0.0251	
Manufacture of Fabricated Metal	0.2833	0.1623	0.0983	0.0117	
Products, except Machinery and					
Equipment (n28)	0.2207	0.0162	0.1201	0.0117	
Machinery of Machinery and	0.3287	0.0162	0.1281	0.0117	
Equipment n.e.c. (ndk)	0 4272	0.0102	0.1077	0.0126	
Manufacture of Office Machinery and	0.4373	0.0193	0.1867	0.0136	
Computers (n30) Manufacture of Electrical Machinery	0.2714	0.0185	0.1492	0.0129	
and Apparatus n.e.c. (n31)	0.2714	0.0183	0.1492	0.0129	
Manufacture of radio, television and	0.3498	0.0221	0.1965	0.0152	
communication equipment and	0.5470	0.0221	0.1703	0.0132	
apparatus (n32)					
Manufacture of Medical, Precision	0.3780	0.0175	0.16672	0.0124	
and Optical Instruments, watches and	5.2,00		5 3 <b>5</b>		
clocks (n33)					
Manufacture of motor vehicles,	0.2432	0.0261	0.0643	0.0176	

Allers and semi-trailers (n34)  (anufacture of Other Transport 0.5071 0.0299 0.1700 0.0201  (quipment (n35) 0.2170 0.0176 0.0510 0.0124  (ecycling (n37) 0.4054 0.1618 0.2559 0.1039  (ectricity, Gas, Steam and hot water 0.9956 0.0232 0.3343 0.0165  (apply(n40) 0.0184 0.0322 0.0945 0.0216  (estribution of water (n41) 0.0184 0.0322 0.0945 0.0216
(anufacture of Other Transport quipment (n35)       0.5071       0.0299       0.1700       0.0201         (anufacture of furniture (n36)       0.2170       0.0176       0.0510       0.0124         (acycling (n37)       0.4054       0.1618       0.2559       0.1039         (actricity, Gas, Steam and hot water pply(n40)       0.9956       0.0232       0.3343       0.0165         (actricity, Gas, Steam and hot water pply(n40)       0.0322       0.0945       0.0216
quipment (n35) (anufacture of furniture (n36)
lanufacture of furniture (n36) 0.2170 0.0176 0.0510 0.0124 ecycling (n37) 0.4054 0.1618 0.2559 0.1039 electricity, Gas, Steam and hot water 0.9956 0.0232 0.3343 0.0165 epply(n40) 0.0165 0.016
ecycling (n37) 0.4054 0.1618 0.2559 0.1039 lectricity, Gas, Steam and hot water 0.9956 0.0232 0.3343 0.0165 lepply(n40) ollection, purification and 0.4188 0.0322 0.0945 0.0216
lectricity, Gas, Steam and hot water 0.9956 0.0232 0.3343 0.0165 apply(n40) 0.4188 0.0322 0.0945 0.0216
pply(n40) 0.4188 0.0322 0.0945 0.0216
ollection, purification and 0.4188 0.0322 0.0945 0.0216
· •
stribution of water (n41)
ale, maintenance and repair of motor 0.2239 0.0203 0.0718 0.0137
chicles (n50)
Tholesale Trade & commission trade 0.4561 0.0131 0.2029 0.0090
51)
otels and Restaurants (nh) -0.1321 0.0122 <b>0.0034 0.0093</b>
nancial Intermediation (n65) 0.7955 0.0147 0.4485 0.0109
surance and Pension Funding (n66) 0.8651 0.0201 0.4749 0.0136
ducation
imary or no degree 0-6 ed1 0.1208 0.0078
ower secondary 9 yrs ed2 0.2375 0.0078
eneral upper secondary 12 yrs ed4 0.3671 0.0079
igher non-university short type 14 0.5211 0.0122
rs ed7
niversity and non-university higher 0.6693 0.0194
18
ost grad ed9 0.0354 0.0011
0.0011 0.0011
rior experience
mple 0.0355 0.0011
$\frac{100011}{100000000000000000000000000000$
$\frac{-0.1564}{\text{bbed/}10^3} \qquad 0.1640 \qquad 0.0010$
U.1040 U.1040 U.0010
eniority in the company
mple $0.0347   0.0006$
quared/ $10^2$ -0.0536 0.0019
ummy=1 if individual has no -0.0715 0.0066
niority
ex .
fale
fale -0.1599 0.0042
emale -0.1599 0.0042
ccupation -0.1599 0.0042
ccupation ffice clerks 0cc41
ccupation ffice clerks 0cc41 orporate managers occ12  -0.1599 0.0042 0.0042 0.0042
ccupation  ffice clerks 0cc41  orporate managers occ12  fanagers of small enterprises occ13  -0.1599  0.0042  0.0042  0.0042
ccupation       -0.1599       0.0042         ffice clerks 0cc41       0.6779       0.0134         orporate managers occ12       0.6779       0.0134         (anagers of small enterprises occ13       0.3797       0.0108         nysical, mathematic and engineer       0.3261       0.0139
ccupation  ffice clerks 0cc41  orporate managers occ12  fanagers of small enterprises occ13  -0.1599  0.0042  0.0042  0.0042
ccupation       -0.1599       0.0042         ffice clerks 0cc41       0.6779       0.0134         orporate managers occ12       0.6779       0.0134         (anagers of small enterprises occ13       0.3797       0.0108         nysical, mathematic and engineer       0.3261       0.0139
ccupation  ffice clerks 0cc41  orporate managers occ12  (anagers of small enterprises occ13  nysical, mathematic and engineer ience professionals occ21`  offe science and health professionals  occ22  occupation  0.0042  0.0042  0.0079  0.0134  0.3797  0.0108  0.3261  0.0139  0.0538
ccupation  ffice clerks 0cc41  orporate managers occ12  (anagers of small enterprises occ13  nysical, mathematic and engineer ience professionals occ21`  offe science and health professionals  -0.1599  0.0042  0.6779  0.0134  0.3797  0.0108  0.3261  0.0139
ccupation  ffice clerks 0cc41  orporate managers occ12  (anagers of small enterprises occ13  nysical, mathematic and engineer ience professionals occ21`  offe science and health professionals  occ22  occupation  0.0042  0.0042  0.0079  0.0134  0.3797  0.0108  0.3261  0.0139  0.0538
ccupation       -0.1599       0.0042         ffice clerks 0cc41       0.6779       0.0134         orporate managers occ12       0.3797       0.0108         danagers of small enterprises occ13       0.3797       0.0108         nysical, mathematic and engineer       0.3261       0.0139         ience professionals occ21`       0.2514       0.0538         cc22       0.3535       0.0131

Life science and health associate		0.1704	0.0354
professionals occ32			
Other associate professionals (occ34	1)	0.2632	0.0107
Customer services clerk (occ42)		0.0070	0.0099
Personal and protective services		-0.1217	0.0106
workers (occ51)			_
Models, salesperson and		-0.0877	0.0088
demonstrators (occ52)			
Extraction and building trading		-0.1063	0.0236
workers (occ71)		0.0405	0.0102
Metal, machinery and related trades		-0.0485	0.0102
workers (occ72)		-0.0114	0.0149
Precision, handicraft, printing		-0.0114	0.0149
workers (occ73) Other craft and related trades worke	arc .	-0.0916	0.0095
(occ74)	15	-0.0910	0.0033
Stationary plant and related operato	rs	-0.0882	0.0103
occ81)	LO.	-0.0002	0.0103
Machine operators and assemblers		-0.0983	0.0075
(occ82)		0.0703	0.007.0
Drivers and mobile plant operators		-0.1482	0.0122
(occ83)			
sales and services elementary		-0.2508	0.0101
occupations (occ91)			
labourers in mining, construction,		-0.1916	0.0101
manufacturing and transport (occ93	)		
Supervises the work of his or her co-workers			
No			
Yes		0.1516	0.0060
		******	
Hours			
Ln of the hours paid, including		0.0365	0.0056
overtime paid			
Overtime paid			
No			
Yes		0.0258	0.0046
Contract			
Unlimited -term employment contra	ict		_
Limited-term employment contract		-0.0014	0.0087
Other employment contract		-0.2414	0.0109
		0.1615	0.0077
D : 1:6 10.77		0.1617	0.0055
Premium shift work? Yes		*****	
			0.0042
Premium shift work? Yes Bonus annual paid? Yes		0.3213	0.0042
Bonus annual paid? Yes	0.2284	0.3213	0.0042
Bonus annual paid? Yes	0.2284	0.3213 0.6831	0.0042
Bonus annual paid? Yes	0.2284 36515 34	0.3213	0.0042

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

•			13110 1990
	Only sector	Sector,	All variables
	variables in	employee	in wage
	wage	and job	equation
	equation	variables	
Sector			
Retail Trade; repair of personal and	-0.3234	-0.1527	-0.1713
household goods n52			
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)	-0.0462	-0.0979	-0.1010
Manufacture of Food Products and	-0.0060	-0.0190	-0.0305
Beverages (n15)			
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)	-0.3493	-0.0687	-0.0796
Manufacture of Leather and Leather	-0.3339	-0.1297	-0.1164
products (ndc)	-0.5557	-0.12/1	-0.110+
Manufacture of Wood and Wood Products	-0.1518	-0.1106	-0.0843
(ndd)	-0.1310	-0.1100	-0.00-13
Manufacture of Pulp, Paper and Paper	0.0684	0.0958	0.1138
Products (n21)	0.0004	0.0936	0.1136
Publishing, printing and reproduction of	0.2484	0.1679	0.1780
	0.2464	0.1079	0.1760
recorded media (n22)	0.0755	0.4457	0.4522
Manufacture of Coke, refined petroleum	0.8755	0.4457	0.4533
products and nuclear fuel (ndf)	0.2570	0.1120	0.1100
Manufacture of Chemicals, chemical	0.3572	0.1129	0.1109
products and man-made fibres (ndg)	0.0040	0.0627	0.0255
Manufacture of Rubber and Plastic	-0.0848	-0.0627	-0.0357
Products (ndh)	0.0505	0.014	0.04.60
Manufacture of Other Non-Metallic	0.0606	0.0131	0.0160
Mineral Products (ndi)			
Manufacture of Basic Metals (n27)	0.2486	0.1150	0.1046
Manufacture of Fabricated Metal	-0.0401	-0.0545	-0.0282
Products, except Machinery and			
Equipment (n28)			
Machinery of Machinery and Equipment	0.0055	-0.0247	-0.0178
n.e.c. (ndk)			
Manufacture of Office Machinery and	0.1139	0.0339	-0.0108
Computers (n30)			
Manufacture of Electrical Machinery and	-0.0520	-0.0036	-0.0115
Apparatus n.e.c. (n31)			
Manufacture of radio, television and	0.0264	0.0437	0.0286
communication equipment and apparatus			
(n32)			
Manufacture of Medical, Precision and	0.0546	0.0144	0.0022
Optical Instruments, watches and clocks			<del>V</del> ——
(n33)			

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