



Aleksandra Parteka¹, Sabina Szymczak², Joanna Wolszczak-Derlacz³

Gender wage gap convergence and skills heterogeneity in Poland (2005-2014) - quantile regression analysis based on microdata from EU SILC⁴

In this article we quantify the magnitude and evolution of gender wage differentials in Poland over the years 2004 – 2015 using microlevel data from EU-SILC database (Statistics on Income and Living Conditions). In the study gender wage gap is analyzed through quantile regression analysis. It is shown that the gender wage gap varies along the wage distribution with workers' skills heterogeneity playing a role. Additionally, the decomposition techniques reveals that the unexplained wage gap is highest for the top of the distribution. Finally, the results suggest a slow decrease in discriminatory component of the wage gap – only for the bottom of the wage distribution.

Keywords: gender wage gap, wage differentials, EU-SILC, skills heterogeneity, quantile regression.

¹ Politechnika Gdańska, Wydział Zarządzania i Ekonomii (aparteka@zie.pg.gda.pl)

² Politechnika Gdańska, Wydział Zarządzania i Ekonomii (sabina.szymczak@pg.gda.pl)

³ Politechnika Gdańska, Wydział Zarządzania i Ekonomii (jwo@zie.pg.gda.pl)

⁴ This research has been conducted within a project financed by the National Science Centre, Poland (Narodowe Centrum Nauki, NCN) – decision number DEC-2015/19/B/HS4/02884. The microdata has been obtained from Eurostat and refer to EU-SILC, 2004 – 2014 (grant agreement 64/2013-LFS-EU-SILC-SES). The responsibility for all conclusions drawn from the data lies entirely with the authors. Joanna Wolszczak-Derlacz acknowledges co-fundation by the Erasmus+ Programme of the European Union (Jean Monnet Chair in Economics). The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.