Gender Gap in European Families

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Abstract

The increase of the female labour force participation has made a change in family forms, equals opportunities and in family responsibility. The commitment between work and family is one of the major topics on the European social agenda, with another important topic: to eliminate the gender gap between males and females.

In this paper we analyzed the gender gap in the family using data from five EU countries. Wives suffer two types of discrimination: a lower wage with respect the husband's and the primary responsibility for children.

Cross-section and panel data techniques are used to estimate wage equations for husbands and wives over time (1994-2001). Using the selectivity correction in the wage of married women we find that the wage gap decomposition is different if we ignore self-selection. Different methods to study gender gap are used to investigate the family gender gap.

JEL. classification: *J16, J31, C2, C3*

Keywords: *Gender gap, selectivity, panel data*

Introduction

The gender pay gap refers to the differences between the wages earned by women and men. It's an evident and documented fact that men earn higher wages than women, even after cheking both for observable characteristics related to their productivity and the overall wage structure (see, e.g., Blau and Kahn, 2000).

Reducing the gender pay gap is an important topic in the European political agenda. In 2003 the members countries formulated the plane "to achieving by 2010 a substantial reduction in the gender pay gap in each Member State (Council Decision 2003 L197/20). The persistence of the gender pay gap, results from direct discrimination against women and structural inequalities, such as segregation in sectors, occupations, and work patterns, access to education and training, biased evaluation and pay systems and stereotypes. A large quantity of empirical research tends to explain the trend of the wage gap in Europe, but few studies are concentred in the gap that exists in a family.

The increasing labour market participation of women, changing family forms and family responsibility have made the compromise of work and family one of the major topics of the European social agenda. Countries have different social and labor market policies sometimes focusing on more flexible working hours, occasionally encouraging the supply of public and private services and sometimes with policies to increase a equal distribution of earnings. The discrimination in a family come from two sources: family responsibilities and the comparison of average wages between wife and husband; at times this gap in earnings creates conflicts in the family and psychologic problems for women.

The aim of this paper is to investigate the gender gap in a family, explain why countries with poor policies for childcare, flexibility work etc, are more self-conscious. Normally these countries are in Mediterranean area with a large tradition in the family.

In this paper we explain the difference in earnings in a European family considering the standard methodology to estimating the gender gap such as Blinder-Oaxaca and Machado-Mata decompositions. For the estimation wage equation we take in account the sample selection that female wage suffers, so we use Heckman's estimator to correct it.

We expand our work in a single time dimension and a framework of panel data. Several studies have shown that the results we obtain when we estimate the wage equations with OLS (Ordinary Least Square) are biased, due to the heterogeneity correlated with observed individual characteristics.

Panel data techniques are use to control for unobserved heterogeneity and also for self-selectivity. We follow the Wooldridge-Semikina paper to estimate the wage equation for husband and wife considering panel data sample selection.

In order to take into account differences in working hours and the impact of the income tax system, most estimates are based on differences in gross hourly wages.

This paper is structured in three sections. The first one is a brief introduction about the data we use for our research and shows the unadjust gender gap in Europe over time. In section 2 we present the adjust gender gap and the estimation methods of wage equation and discrimination. Final section is about the empirical evidence in five European countries.

Data

The data analyzed in this work come from a survey by the European Community Household Panel (ECHP), a multi-country annual longitudinal survey of collected data since 1994[1] in 15 European Union Member States under Eurostat (Statistical Office of the European Communities) coordination.
The data set covers approximately 130,000 individuals from 60,000 households in the fifteen countries which were EU members in 2000, reflecting population changes over time through a continuous evolution of the sample. The panel data cover a wide range of subjects such as demographics, labor force behavior, income, health, education and training, housing, poverty and social exclusion, etc.

The survey is structured in the form of annual interviews with a particular representative sample of household members in each country. Interviews were conducted following a standardized questionnaire, although each country can modify the questionnaire's wording to some extent, to reflect their own institutional arrangements.
The sample is constructed as an unbalanced panel of all women between the ages of 25 and 55 years, who are married with or without children, so we have too the sample of the husband for each women, who are presently employed or out of the labour force. We excluded self-employed and not economically active people (pensioner, military, etc). The size of this sample varies across the countries.

The variables refer to the personal characteristics of individuals (age , work experience, education) and characteristics of household family. We take in to consideration all married couples that have a positive wage who work for at least 8 hours per week, so as to reduce the measurement error connected with wage measure. All income variables are deflated with CPI (Consumer price index) so a comparison among years is possible, and at the same time we use the PPP (Purchasing price power) that allows a comparison among countries.

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[1]Belgium, Germany, Hollands, The U.K., Denmark, France, Greece, Ireland, Portugal, Italy and Spain started in 1994 (wave 1), Austria joined in 1995 (wave 2), Finland joined in 1996 (wave 3).

Table 1 shows the sample size in Europe, calculated on last wave, for husband and wife and the percentage of husband and wife who working. In these samples the female participation rate is very different across countries. We find that the Southern European countries (Greece, Spain, Italy) have a low rate of married women who participate in the labour market, while in Scandinavian countries the rate is very high. The male participation rate is close to 100% in almost all countries. The sample size is different across countries so we decided to investigate only seven largest countries: Germany , The Netherlands, France, Italy, Spain, U.K. and Portugal.

Table 1: **Sample of the ECHP country files**

Country	wife	%working	husband	%working
Germany	2269	77	2269	92
Denmark	850	91	850	96
The Netherlands	2019	76	2019	94
Belgium	880	77	880	93
France	2100	70	2100	91
U.K.	1613	77	1613	91
Ireland	632	59	632	92
Italy	2334	51	2334	89
Greece	1259	42	1259	90
Spain	1882	54	1882	93
Portugal	1459	69	1459	93
Austria	851	71	851	89
Finland	1071	85	1071	93

(a) Data source: ECHP year 2001

Family gender gap

The unadjusted gender pay gap

First, we analyze the raw or unadjusted gender gap across Europe in years 1994 and 2001. The earning measure for the raw gap is the logarithm of the gross deflated hourly wage. Wages in the ECHP are not observed directly, but obtained by dividing the current monthly total gross earnings by the total number of hours worked per week, multiplied by 4.3.

Table 2 shows the average gender gap in European countries in 1994 and 2001. The absolute gender gap, calculated as the difference between husband minus wife average gross hourly wage, has increased in 2001 for France, U.K, Denmark, Portugal, Greece, Spain , Belgium , Finland and Austria , while it has decreased for the rest of the countries.

In Figure 1, is represented, the relative wage gap, calculated as the ratio between absolute wage gap and average male wage rate. The largest reduction is observed in Ireland (10%), while U.K., France and Italy presented a reduction of approximately 2% in 2001, for Spain , Portugal and Greece we observe an increase around 4% in the gender gap. This work is in accordance with Sissoko et al (2006), Beblo et al (2003) studies.

Table 2: **Unadjust gender gap in European countries, 1994-2001**

Country	2001			1994		
	Husband	Wife	Abso-lute wage gap	Husband	Wife	Abso-lute wage gap
Germany	11,08	8,97	2,11	10,49	8,06	2,43
Denmark	14,07	11,9	2,17	11,4	9,91	1,49
The Netherlands	11,79	9,09	2,7	12,63	9,72	2,91
Belgium	13,23	11,17	2,06	10,74	9,08	1,66
France	11,78	9,55	2,23	10,38	8,19	2,19
U.K.	13,23	9,92	3,31	10,85	7,9	2,95
Ireland	12,4	9,86	2,54	11,82	8,18	3,64
Italy	8,57	8,08	0,49	9,07	8,42	0,65
Greece	7,33	6	1,33	6,04	5,14	0,9
Spain	9,39	7,81	1,58	8,15	7,34	0,81
Portugal	5,42	4,65	0,77	4,89	4,4	0,49
Austria	10,39	7,85	2,54	9,82	7,57	2,25
Finland	10,61	8,54	2,07	9,53	7,49	2,04

Data source: ECHP male-female average hourly wage

Figure 1: **Relative raw wage gap in European countries**
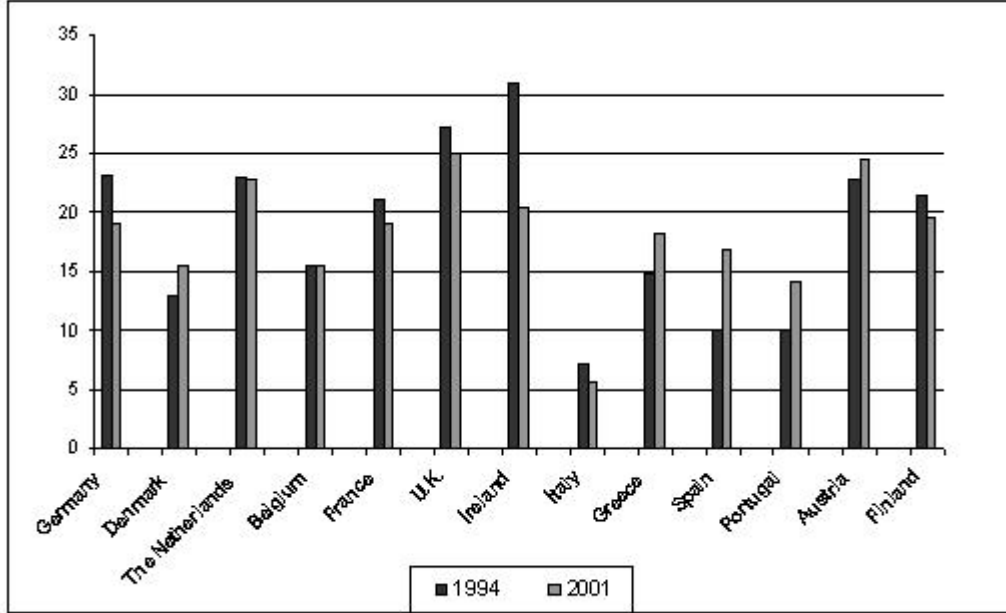
Source: ECHP, husband-wife who are employed at least 8 hours per week

All empirical studies of wage discrimination between men and women use a formal statistical technique first devised by Oaxaca (1973), building on Beckers (1957) well-known theory of labour market discrimination (see, also, Blinder 1973).

The decomposition approach of Oaxaca develops the concept of discrimination, considering the individual employee productive characteristics (such as level of education, years of work experience and so on) that can be used as approximations of his or her marginal productivity. Certain individual characteristics can be identified as associated with a person's productive capability and this, in turn, is associated with the wage earned.

The Oaxaca method is used to check for differences in characteristics between men and women. More formally (following Mincers 1974), it is typical to specify a wage equation that relates to the logarithm of earnings as a function of individual characteristics:

$$ln\overline{W}_i^H - ln\overline{W}_i^F = \beta^H(\overline{X}_i^H - \overline{X}_i^F) + (\overline{\beta}^H - \overline{\beta}^F)\overline{X}_i^H \qquad (1)$$

Where lnW_i represent the average earnings evaluated by an earnings equation, the indices H and F represent husbands and wifes earnings respec-

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tively, X_i are the average characteristics and β are the estimated returns on these characteristics.

The gap in average earnings (expressed as a logarithm) can be broken down in two part: the first one represents the difference in observable human capital of men and women or *endowment effect*, and a second part that represents the unexplained component (interpreted as wage discrimination) which includes a difference due to unobservable factors that influence productivity and a difference due to differential reward for equal characteristics called *remuneration effect*.

In Oaxaca's (1973) original application, separate estimates are obtained using both the male and the female weighting procedure to establish a range of possible values. All methods of decomposition of the wage gap must deal with the problem of the choice of weighting. In equation (1), differences in characteristics are weighted by the average male returns, and differences in returns are weighted by the average female characteristics. Here, we have chosen to use the method proposed by Oaxaca and Ransom (1994). This involves the construction of a nondiscriminatory norm for returns on individual characteristics; the wage gap is then expressed as the sum of an advantage for men, a disadvantage for women, and the difference between characteristics valued at the norms returns.

The wage equation

When we want to estimate the wage equation for married women we have different problems: selection bias, endogeneity and perhaps heterogeneity.

We have selection bias because the dependent variable of the wage equation can be measured only if the individual participates in the labor market. The literature offers estimators for correcting this problem (Heckman 1979, Powell 1994).

Heterogeneity is associated with the unobserved skills and motivation of an individual, and if these unobserved individual effects are correlated with the regressor of the model, the simple estimations with OLS are inconsistent, while panel data solve this problem.

We can write the wage equation as a set of Mincerian explanatory variables:

$$lnW_i^J = X_i^J\beta + \mu_i^J, J = H, F \qquad (2)$$

where lnW_i is the logarithmic wage for husband and wife (H, F), X_i is a vector of explanatory variable such as: age, experience, education, etc. and μ_i^J is an i.i.d. error term.

Almost all studies use the OLS method to estimate the wage equation and to calculate the gender gap, but if a significant part of the wife sample doesn't work, the difference between workers and non-workers determines the sample selection bias because some components of the work decision

are relevant to determining the wage process. Moreover the unobservable characteristics affect the work decision and the wage.

To correct the selection, Heckman (1979) proposed two methods: a maximum likelihood estimation and an estimation of the wage equation in two steps, firstly estimating the female participation equation and calculating a correction term, called lambda or inverse Mill's ratio, and after to estimate with simple regression, the wage equation where we added the correct as an independent variables.

We can write the participation equation as:

$$q_{it}^* = a_i + \beta X_{it} + v_{it} \tag{3}$$

$$\mathbf{q_{it}} = 1[q_{it}^* \geq 0] \tag{4}$$

where q_{it}^* is the participation equation of wife and it depends on a vector of explanatory variable as: age, education, children and no-labor income. We observe the participation equation only if the selection indicator function q_{it} is equal to 1.

After we estimate the wage equation for married women with a OLS approach, so the equation become:

$$lnW = \beta' X_i + \lambda + \mu_i \tag{5}$$

where lnW is the logarithm of the hourly wage and is observed only for workers, X are observed variables related to productivity, λ is the error correct term and μ_i is the error term that includes all unobserved determinants of wages.

The Heckman model requires three assumptions: joint normality of the distribution of the error terms in the participation and wage equations, both error terms are independent of both sets of observable variables and the final assumption is the standard normalization for the probit selection equation.

When we apply the Oaxaca-Blinder decomposition and the wage equation is correct for selection we have three effects: endowment, remuneration and selection.

The raw gender gap is calculated as follows:

$$\Delta lnW = \beta^H (\overline{X}^H - \overline{X}^F) + (\overline{\beta}^H - \overline{\beta}^F)\overline{X}^H + (\lambda^H \widehat{\theta}^H - \lambda^F \widehat{\theta}^F) \tag{6}$$

where the last term is the selection effect and $\widehat{\theta}$ is an estimate of $\rho\sigma_\mu$.

Normally the $\widehat{\theta}^H$ is equal to zero, because there isn't male selection, while the selection for female is $\widehat{\theta}^F > 0$. When we consider the sample selection, the impact on the remuneration and endowment effects is ambiguous. In several empirical studies the results, when applying Heckman in comparison to OLS, are different. In Miller and Rummery (1991)the endowment effect declines and the remuneration effect increases. In a study by Miller (1987) both the effects decline.

Results

Wage equation

We obtain the estimation of the wage equation with OLS methods for both husband and wife, and Heckman techniques only for wife. We use the Oaxaca decomposition to investigate the gender gap in the family.

The explanatory variables we use to estimate the wage equation in OLS are: experience, experience square,[2] three level of education, job characteristics such as firm size, sector and occupational groups.

The participation equation to obtain the correct term for wife wage equation is composed from age, age square, children with three different level of age, education and household income without the wife earnings. In appendix we report the estimation of wage equation with the OLS and the Heckman two step procedure.

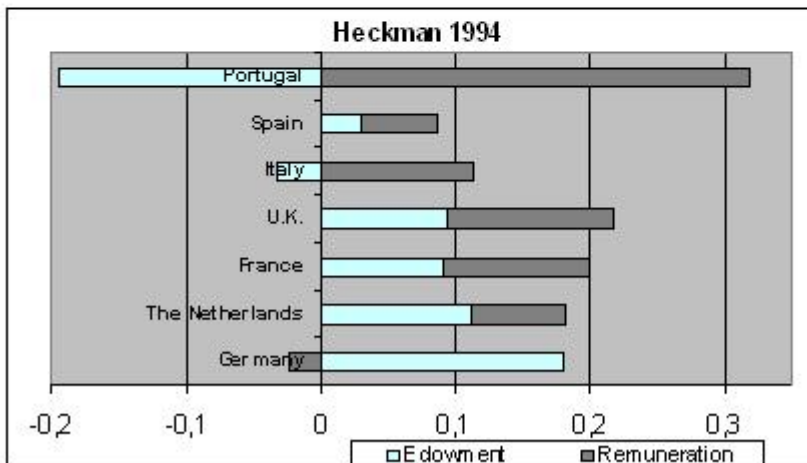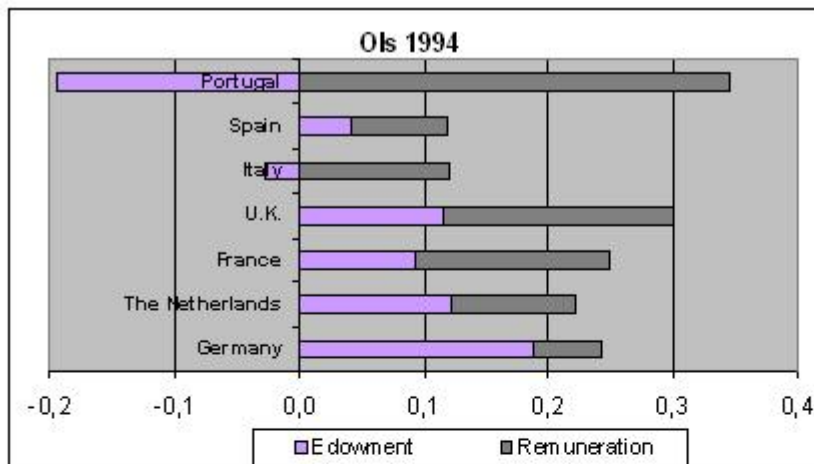### *Oaxaca-Blinder decomposition over time*

In figure 2 and 3 we analyzed the Oaxaca decomposition over the period 1994 and 2001, where the wage equation is estimated with an OLS and a Heckman method. The decomposition identifies the explained and discrimination part of the gender gap. We observed that the wage gap between husband and wife estimated with OLS in 1994 is very high in Germany , U.K. Netherland and France, but if we look at the raw gap estimate with Heckman two step, the gap goes down and the two effects of decomposition decline. We find that Italy and Portugal have a negative endowment effect, which seems to imply that the skills of women in these countries is positive for the wife that represents the low groups. The gender gap in Italy is not very high because the level of public supports for female employment is very high. Germany has in 1994 a negative remuneration when we correct for sample selection, can be interpreted as a negative discrimination, so it means that the female would be even worse if they'd be treated like men.

In 2001 the discrimination increased in Germany about 10% and in the U.K. around 15%. Italy and Portugal continued to have a negative endowment, so means that Italian and Portugal wives have the same characteristics effect. France and Spain have a negative remuneration if we observe Heckman procedure, but with OLS technique only Portugal presents a negative effect in endowment. The discrimination decrease for The Netherlands almost 20%.

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[2]we use potential experience calculate as age minus age when starting first job, we can use actual experience because in ECHP we don't have information on previous work life before to enter in the survey.

Conclusion

Figure 2: **Oaxaca-Blinder decomposition of the gender gap in European countries**

Source: ECHP, husband-wife who are employed at least 8 hours per week in 1994
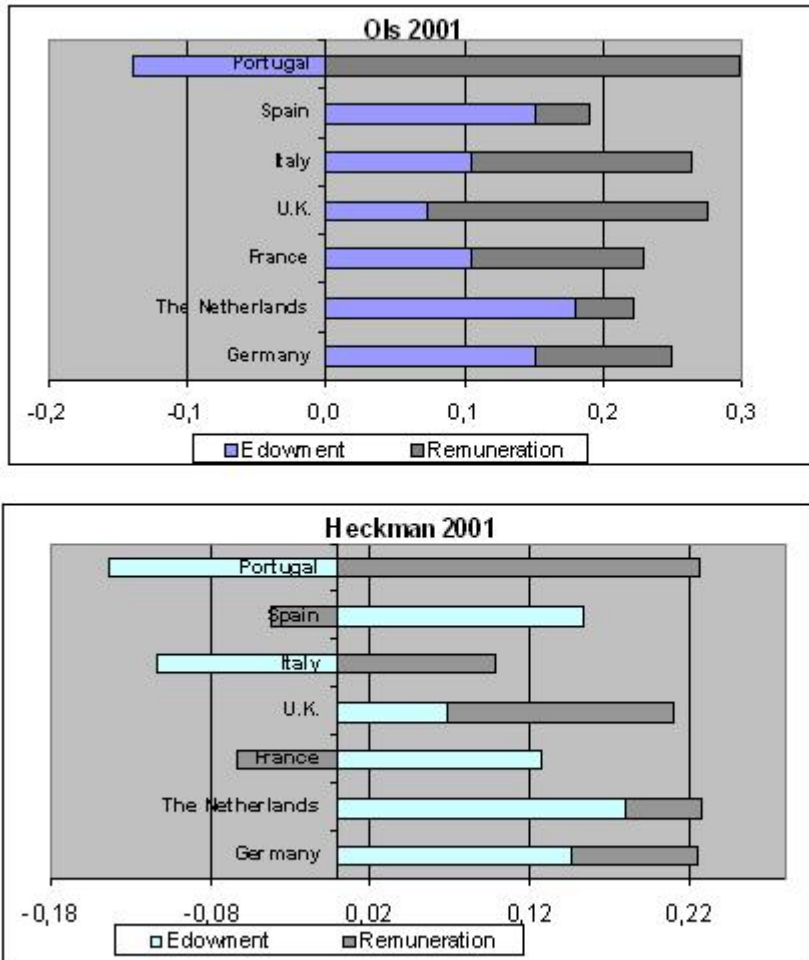
Figure 3: **Oaxaca-Blinder decomposition of the gender gap in European countries**

Source: ECHP, husband-wife who are employed at least 8 hours per week in 2001

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APPENDIX I

Table 3: **Heckman wage estimation for European wives in 2001**

Country	Germany		The Netherlands		France		U.K.	
logwage	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
eduf1	.0093313	.0532609	.0969112	.0889599	.1200681	.0464623	.1547361	.0394288
eduf2	-.0154195	.0416305	-.2584584	.3038519	.001892	.0456331	.0961541	.0441916
experience	-.0027091	.0065111	.0097299	.0046095	.0036983	.0040189	.0085758	.0050757
exp2	-.0011928	.015087	-.0248057	.0118201	-.0075528	.0109044	-.0206934	.0121685
occ1	.2161199	.0803533	.2342124	.0642226	.4861418	.1141608	-.1530482	.139486
occ2	.2503847	.0563817	.2002634	.0453288	.3052235	.1069686	-.1620686	.1389488
occ3	.0789597	.0439753	.0055982	.0416615	.1910933	.0974684	-.2812347	.1374651
occ4	.0039232	.0472871	-.0496439	.0461545	.0794125	.0954451	-.4754467	.1368269
occ5	-.1909064	.0466953	-.2587237	.0524202	-.1629124	.0972125	-.7471546	.1381549
occ7	-.1853329	.0649862	-.0658762	.1186884	-.1656972	.1279582	-.6499317	.1689748
occ8	-.2211966	.0655035	-.4009865	.1030045	.0423928	.1083042	-.7521524	.1578315
occ9	-.3174281	.0631519	-.4044506	.0856087	-.2052275	.1010716	-.7738257	.1499708
sizemed	.1300056	.0298616	-.0549997	.0430936	-.1636896	.0901786	.0907055	.0375031
sizelarge	.2570722	.0374496	.0179582	.0366355	.0458704	.0774457	.1677108	.0330226
ten	.0369136	.006723	.0316851	.0071898	.0336496	.0068346	.0280414	.008579
ten2	-.0010165	.0002941	-.0007947	.0003511	-.0005902	.0002977	-.001253	.0005424
lambda	-.0650139	.0590423	.0137464	.0522325	-.3126885	.08206	-.201315	.0841791

Table 4: **Heckman wage estimation for European wives in 2001**

Country	Italy		Spain		Portugal	
logwage	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
eduf1	.1934706	.0489019	.05431	.0579162	.5762301	.0566699
eduf2	.0595853	.0351412	.0611713	.0474013	.0984311	.0378095
experience	.0088928	.0048601	.0135942	.0056007	.0212351	.0047757
exp2	-.0147448	.011947	-.0197824	.0138745	-.0421839	.0113366
occ1	.5656675	.1077486	105.412	.2170382	.6321887	.1521928
occ2	.4477511	.0632562	.8686102	.1943385	.678607	.1312385
occ3	.2084465	.0669841	.5284263	.1935903	.6476682	.1248301
occ4	.1556575	.0600167	.3871656	.1930039	.4226259	.1204599
occ5	.060205	.0676606	.2446552	.1913743	.1341061	.118483
occ7	-.0327698	.0719387	.1948043	.1967775	-.0756218	.1203667
occ8	-.0357182	.0868935	.180187	.202276	-.0564845	.1267942
occ9	.0156485	.0668734	.2153087	.1910861	.0331635	.1178517
sizemed	.0891678	.0265318	.1320577	.0326316	.0665317	.027058
sizelarge	.0893934	.0294871	.181181	.0336621	.1196679	.0306114
ten	.0056147	.0063377	.0412281	.0067575	.009914	.00586
ten2	.0001567	.0002614	-.0010084	.0003141	.0001474	.0002512
lambda	-.1347149	.0397958	-.1243101	.0577478	-.0890221	.0498691

Table 5: **Heckman wage estimation for European husbands in 2001**

Country	Germany		The Netherlands		France		U.K.	
logwage	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
eduf1	.035819	.035855	-.0628173	.0897149	.2258016	.0311068	.1627197	.0306301
eduf2	-.0532471	.0300066	.1934027	.3947515	.0967127	.0377824	.0683101	.0367571
experience	.0146042	.004609	.0201231	.0033476	.0135288	.0031292	.0205296	.0038845
exp2	-.0364415	.0095875	-.0382531	.007135	-.0240367	.0072219	-.0448498	.0085181
occ1	.111806	.0549354	.1674021	.0333158	.3956532	.0629922	.4631802	.0988416
occ2	.1789365	.0460092	.181269	.0314905	.3556933	.0606542	.4678171	.1005842
occ3	.0463788	.0440976	-.0084019	.0310397	.1157606	.0549691	.4226	.1017424
occ4	-.0142183	.0516592	-.0312842	.0471225	-.0823523	.0624238	-.001404	.103808
occ5	-.2623379	.0582422	-.0506568	.052381	-.1114871	.0626869	.0250785	.1055707
occ7	-.1632579	.0393728	-.2087724	.0369375	-.0824198	.0539535	.1524825	.0997729
occ8	-.2085968	.0441744	-.2296011	.043189	-.0561872	.0554596	.077197	.1009735
occ9	-.2760854	.0528787	-.2923375	.0592276	-.1805522	.0675294	-.0041152	.109461
sizemed	.1515372	.0246209	.030047	.0321549	.0813046	.0620027	.0469687	.0313402
sizelarge	.2884037	.0288188	.1117469	.0285065	.0775271	.0614859	.2052947	.0279386
ten	.0248601	.0051591	.0061776	.0049827	.0269892	.0050978	.0227326	.0061992
ten2	-.0612855	.0219264	.0034508	.0221598	-.0360359	.0218138	-.0754775	.0321952

Table 6: **Heckman wage estimation for European husbands in 2001**

Country	Italy		Spain		Portugal	
logwage	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
eduf1	.3553272	.0369208	.2084121	.0311847	.6321037	.0633078
eduf2	.1348095	.0215676	.1428136	.0267368	.2631727	.0406569
experience	.0270985	.0038134	.0145376	.0042888	.0139818	.0048173
exp2	-.0497701	.0083034	-.021321	.0083595	-.0256086	.0090637
occ1	.5266091	.0592545	.7931368	.0716038	.7153169	.0907411
occ2	.3196419	.0481976	.6010829	.0638826	.3489088	.0878153
occ3	.1773868	.0394469	.3818835	.0589839	.3758959	.0694736
occ4	.0813245	.0361479	.2297683	.0662793	.2466336	.069138
occ5	-.0169483	.0402988	.2026909	.0605595	.1998805	.0672184
occ7	-.0144876	.0343717	.1969116	.0559601	.0877793	.0604033
occ8	.0245425	.038064	.1427009	.058201	.0741558	.0643335
occ9	-.0656283	.042411	.0496575	.062206	-.1110319	.0683929
sizemed	.1009417	.020925	.1207715	.0236414	.1219562	.0302003
sizelarge	.1239914	.0209063	.261136	.0239467	.2470708	.0322662
ten	.0055416	.0047375	.0114707	.0048077	.0087877	.0065415
ten2	.0064115	.0194808	.0082432	.0214921	.0181961	.0277775

Table 7: **OLS wage estimation for European wives in 2001**

Countriy	Italy		Spain		Portugal	
logwage	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
eduf1	.2551595	.0457489	.1271024	.0471625	.6090845	.0536768
eduf2	.1055967	.0326698	.1079245	.0422612	.1166634	.0364574
experience	.0105836	.0048738	.0144206	.0056046	.0229749	.0046821
exp2	-.0214861	.0118757	-.0239246	.0137823	-.0480323	.0108688
occ1	.5825365	.1085093	1.055.664	.2176988	.6307602	.1524144
occ2	.4502513	.0637666	.8630066	.1949136	.6764789	.131426
occ3	.2212413	.0674216	.5201465	.1941423	.6435424	.1249922
occ4	.170429	.060345	.380269	.1935657	.4197905	.1206265
occ5	.0699557	.0681494	.234561	.1919002	.1243825	.1185318
occ7	-.0265245	.0725003	.1915753	.1973717	-.0763281	.120543
occ8	-.0224978	.0875121	.1702613	.20284	-.0564388	.1269806
occ9	.0052328	.0673462	.199076	.1915195	.0299387	.1180111
sizemed	.0905071	.0267448	.1322078	.032731	.0660205	.0270963
sizelarge	.0925782	.029712	.1833976	.0337489	.121327	.0306422
ten	.0074539	.0063658	.0433816	.0067034	.0114127	.0058081
ten2	.0000703	.0002623	-.0010924	.0003126	.0000825	.0002489

Table 8: **OLS wage estimation for European wives in 2001**

Country	Germany		The Netherlands		France		U.K.	
logwage	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
eduf1	.0336163	.0484853	.0944	.0886183	.2121268	.0400245	.1932401	.0360977
eduf2	-.002649	.0399867	-.2600844	.303874	.042763	.0447317	.1119252	.0438253
experience	-.0018633	.0064663	.0094896	.0046082	.0077938	.0039054	.0095095	.0050756
exp2	-.0038473	.0148947	-.0240867	.0117881	-.0211358	.0103929	-.024662	.0120903
occ1	.2188977	.0803222	.233201	.0640802	.5268166	.1146267	-.1421826	.1398221
occ2	.2511905	.056383	.199844	.0453034	.3410143	.1074611	-.1604122	.1393558
occ3	.0798307	.0439728	.0049907	.0416483	.2197338	.098004	-.2760055	.137852
occ4	.0054765	.0472711	-.054212	.046048	.1011676	.0960839	-.4760237	.1372292
occ5	-.1902983	.046697	-.258926	.0524307	-.1522935	.0979984	-.7514072	.1385498
occ7	-.1905755	.0648185	-.0670116	.1186494	-.1597971	.1290362	-.6504597	.1694717
occ8	-.2228099	.0654941	-.4012254	.1030302	.0714428	.1089538	-.74932	.1582913
occ9	-.3152946	.0631289	-.4047524	.0856269	-.1934722	.1018831	-.7745504	.1504117
sizemed	.1317436	.029823	-.0577883	.0430669	-.172946	.090912	.0890952	.0376074
sizelarge	.259332	.0373973	.0180508	.0366372	.0589256	.0780275	.1682798	.0331189
ten	.0380098	.0066496	.0315376	.0071665	.0333745	.0068923	.0291745	.0085911
ten2	-.0010539	.0002922	-.0007824	.0003498	-.0005482	.0003	-.0012843	.0005438

Table 9: **OLS wage estimation for European husbands in 2001**

Country	Italy		Spain		Portugal	
logwage	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
eduf1	.3553272	.0369208	.2084121	.0311847	.6321037	.0633078
eduf2	.1348095	.0215676	.1428136	.0267368	.2631727	.0406569
experience	.0270985	.0038134	.0145376	.0042888	.0139818	.0048173
exp2	-.0497701	.0083034	-.021321	.0083595	-.0256086	.0090637
occ1	.5266091	.0592545	.7931368	.0716038	.7153169	.0907411
occ2	.3196419	.0481976	.6010829	.0638826	.3489088	.0878153
occ3	.1773868	.0394469	.3818835	.0589839	.3758959	.0694736
occ4	.0813245	.0361479	.2297683	.0662793	.2466336	.069138
occ5	-.0169483	.0402988	.2026909	.0605595	.1998805	.0672184
occ7	-.0144876	.0343717	.1969116	.0559601	.0877793	.0604033
occ8	.0245425	.038064	.1427009	.058201	.0741558	.0643335
occ9	-.0656283	.042411	.0496575	.062206	-.1110319	.0683929
sizemed	.1009417	.020925	.1207715	.0236414	.1219562	.0302003
sizelarge	.1239914	.0209063	.261136	.0239467	.2470708	.0322662
ten	.0055416	.0047375	.0114707	.0048077	.0087877	.0065415
ten2	.0064115	.0194808	.0082432	.0214921	.0181961	.0277775

Table 10: **OLS wage estimation for European husbands in 2001**

Country	Germany		The Netherlands		France		U.K.	
logwage	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.	Coef.	Std. Err.
eduf1	.035819	.035855	-.0628173	.0897149	.2258016	.0311068	.1627197	.0306301
eduf2	-.0532471	.0300066	.1934027	.3947515	.0967127	.0377824	.0683101	.0367571
experience	.0146042	.004609	.0201231	.0033476	.0135288	.0031292	.0205296	.0038845
exp2	-.0364415	.0095875	-.0382531	.007135	-.0240367	.0072219	-.0448498	.0085181
occ1	.111806	.0549354	.1674021	.0333158	.3956532	.0629922	.4631802	.0988416
occ2	.1789365	.0460092	.181269	.0314905	.3556933	.0606542	.4678171	.1005842
occ3	.0463788	.0440976	-.0084019	.0310397	.1157606	.0549691	.4226	.1017424
occ4	-.0142183	.0516592	-.0312842	.0471225	-.0823523	.0624238	-.001404	.103808
occ5	-.2623379	.0582422	-.0506568	.052381	-.1114871	.0626869	.0250785	.1055707
occ7	-.1632579	.0393728	-.2087724	.0369375	-.0824198	.0539535	.1524825	.0997729
occ8	-.2085968	.0441744	-.2296011	.043189	-.0561872	.0554596	.0077197	.1009735
occ9	-.2760854	.0528787	-.2923375	.0592276	-.1805522	.0675294	-.0041152	.109461
sizemed	.1515372	.0246209	.030047	.0321549	.0813046	.0620027	.0469687	.0313402
sizelarge	.2884037	.0288188	.1117469	.0285065	.0775271	.0614859	.2052947	.0279386
ten	.0248601	.0051591	.0061776	.0049827	.0269892	.0050978	.0227326	.0061992
ten2	-.0612855	.0219264	.0034508	.0221598	-.0360359	.0218138	-.0754775	.0321952