Dados recebidos:

	branca	parda	preta	salario
121005	2	0	0	31857.8
121010	1	0	0	77975
123115	1	0	0	62736.2
123310	1	0	0	43000
123705	1	0	0	16110
131115	1	0	0	30000
131120	1	0	0	10034.5
142105	1	0	0	14266.4
142110	2	1	0	16825.1
142115	1	0	0	19500
142205	4	0	0	18310.2
142305	3	0	0	18838.3
142315	5	0	0	15756.8
142320	2	0	0	18049
142325	1	0	0	11490
142330	45	17	7	5306.78
142335	5	0	0	7735.02
142345	2	0	0	9663.31
142505	0	0	1	27936.3
142510	3	1	0	17858
142520	6	4	0	10718.3
142535	1	0	0	8800
142605	5	2	0	22429.6
203105	1	0	0	11000
212205	9	2	0	11415.5
212305	0	1	0	12560
212320	0	1	0	9897.88
212405	23	6	3	9257.11
212410	3	1	1	15007.7
212420	2	1	0	3456.96
215120	0	1	0	13181.7
241005	2	0	0	16946.3
241010	1	0	0	4284
241040	1	0	0	7155.22
251215	2	1	0	5900
251225	1	0	0	4579.93
252105	3	1	0	5130.59
252210	3	5	0	9278.44
252405	6	3	1	5928.74
252545	1	0	0	2238.28
253120	1	0	0	3680
261215	2	0	0	5692.5

	branca	parda	preta	salario
262410	1	1	0	7265.59
262420	4	0	0	10144
317110	3	1	1	13172.5
317205	2	1	1	5080.46
342125	1	1	0	5124.4
354125	2	1	0	5147.3
354135	1	0	0	12730
354205	2	0	0	3982.9
374405	1	0	0	5850
410235	1	0	0	12800
410240	1	0	0	12800
411005	2	1	2	1200
411010	1	1	1	16542.3
413110	3	1	0	4258.88
420135	4	5	0	3370.2
520110	1	0	3	2613.01
760605	1	0	0	10900.4

Calculando o index_rs:

	branca	parda	preta	salario	n	x	p	b	index_rs
121005	2	0	0	31857.8	2	0	0.41	0	-1
121010	1	0	0	77975	1	0	0.41	0	-1
123115	1	0	0	62736.2	1	0	0.41	0	-1
123310	1	0	0	43000	1	0	0.41	0	-1
123705	1	0	0	16110	1	0	0.41	0	-1
131115	1	0	0	30000	1	0	0.41	0	-1
131120	1	0	0	10034.5	1	0	0.41	0	-1
142105	1	0	0	14266.4	1	0	0.41	0	-1
142110	2	1	0	16825.1	3	1	0.41	0.33	-0.17
142115	1	0	0	19500	1	0	0.41	0	-1
142205	4	0	0	18310.2	4	0	0.41	0	-1
142305	3	0	0	18838.3	3	0	0.41	0	-1
142315	5	0	0	15756.8	5	0	0.41	0	-1
142320	2	0	0	18049	2	0	0.41	0	-1
142325	1	0	0	11490	1	0	0.41	0	-1
142330	45	17	7	5306.78	69	24	0.41	0.35	-0.14
142335	5	0	0	7735.02	5	0	0.41	0	-1
142345	2	0	0	9663.31	2	0	0.41	0	-1
142505	0	0	1	27936.3	1	1	0.41	1	1
142510	3	1	0	17858	4	1	0.41	0.25	-0.36

	branca	parda	preta	salario	n	x	p	b	index_rs
142520	6	4	0	10718.3	10	4	0.41	0.4	-0.03
142535	1	0	0	8800	1	0	0.41	0	-1
142605	5	2	0	22429.6	7	2	0.41	0.29	-0.28
203105	1	0	0	11000	1	0	0.41	0	-1
212205	9	2	0	11415.5	11	2	0.41	0.18	-0.52
212305	0	1	0	12560	1	1	0.41	1	1
212320	0	1	0	9897.88	1	1	0.41	1	1
212405	23	6	3	9257.11	32	9	0.41	0.28	-0.29
212410	3	1	1	15007.7	5	2	0.41	0.4	-0.03
212420	2	1	0	3456.96	3	1	0.41	0.33	-0.17
215120	0	1	0	13181.7	1	1	0.41	1	1
241005	2	0	0	16946.3	2	0	0.41	0	-1
241010	1	0	0	4284	1	0	0.41	0	-1
241040	1	0	0	7155.22	1	0	0.41	0	-1
251215	2	1	0	5900	3	1	0.41	0.33	-0.17
251225	1	0	0	4579.93	1	0	0.41	0	-1
252105	3	1	0	5130.59	4	1	0.41	0.25	-0.36
252210	3	5	0	9278.44	8	5	0.41	0.62	0.41
252405	6	3	1	5928.74	10	4	0.41	0.4	-0.03
252545	1	0	0	2238.28	1	0	0.41	0	-1
253120	1	0	0	3680	1	0	0.41	0	-1
261215	2	0	0	5692.5	2	0	0.41	0	-1
262410	1	1	0	7265.59	2	1	0.41	0.5	0.18
262420	4	0	0	10144	4	0	0.41	0	-1
317110	3	1	1	13172.5	5	2	0.41	0.4	-0.03
317205	2	1	1	5080.46	4	2	0.41	0.5	0.18
342125	1	1	0	5124.4	2	1	0.41	0.5	0.18
354125	2	1	0	5147.3	3	1	0.41	0.33	-0.17
354135	1	0	0	12730	1	0	0.41	0	-1
354205	2	0	0	3982.9	2	0	0.41	0	-1
374405	1	0	0	5850	1	0	0.41	0	-1
410235	1	0	0	12800	1	0	0.41	0	-1
410240	1	0	0	12800	1	0	0.41	0	-1
411005	2	1	2	1200	5	3	0.41	0.6	0.37
411010	1	1	1	16542.3	3	2	0.41	0.67	0.49
413110	3	1	0	4258.88	4	1	0.41	0.25	-0.36
420135	4	5	0	3370.2	9	5	0.41	0.56	0.29
520110	1	0	3	2613.01	4	3	0.41	0.75	0.63
760605	1	0	0	10900.4	1	0	0.41	0	-1

Calculando a massa salarial média de cada de ocupaçao:

	branca	parda	preta	salario	n	x	p	b	index_rs	mass_wage_occ
121005	2	0	0	31857.8	2	0	0.41	0	-1	63715.5
121010	1	0	0	77975	1	0	0.41	0	-1	77975
123115	1	0	0	62736.2	1	0	0.41	0	-1	62736.2
123310	1	0	0	43000	1	0	0.41	0	-1	43000
123705	1	0	0	16110	1	0	0.41	0	-1	16110
131115	1	0	0	30000	1	0	0.41	0	-1	30000
131120	1	0	0	10034.5	1	0	0.41	0	-1	10034.5
142105	1	0	0	14266.4	1	0	0.41	0	-1	14266.4
142110	2	1	0	16825.1	3	1	0.41	0.33	-0.17	50475.3
142115	1	0	0	19500	1	0	0.41	0	-1	19500
142205	4	0	0	18310.2	4	0	0.41	0	-1	73240.8
142305	3	0	0	18838.3	3	0	0.41	0	-1	56514.8
142315	5	0	0	15756.8	5	0	0.41	0	-1	78783.9
142320	2	0	0	18049	2	0	0.41	0	-1	36098.1
142325	1	0	0	11490	1	0	0.41	0	-1	11490
142330	45	17	7	5306.78	69	24	0.41	0.35	-0.14	366168
142335	5	0	0	7735.02	5	0	0.41	0	-1	38675.1
142345	2	0	0	9663.31	2	0	0.41	0	-1	19326.6
142505	0	0	1	27936.3	1	1	0.41	1	1	27936.3
142510	3	1	0	17858	4	1	0.41	0.25	-0.36	71432
142520	6	4	0	10718.3	10	4	0.41	0.4	-0.03	107183
142535	1	0	0	8800	1	0	0.41	0	-1	8800
142605	5	2	0	22429.6	7	2	0.41	0.29	-0.28	157007
203105	1	0	0	11000	1	0	0.41	0	-1	11000
212205	9	2	0	11415.5	11	2	0.41	0.18	-0.52	125570
212305	0	1	0	12560	1	1	0.41	1	1	12560
212320	0	1	0	9897.88	1	1	0.41	1	1	9897.88
212405	23	6	3	9257.11	32	9	0.41	0.28	-0.29	296228
212410	3	1	1	15007.7	5	2	0.41	0.4	-0.03	75038.6
212420	2	1	0	3456.96	3	1	0.41	0.33	-0.17	10370.9
215120	0	1	0	13181.7	1	1	0.41	1	1	13181.7
241005	2	0	0	16946.3	2	0	0.41	0	-1	33892.7
241010	1	0	0	4284	1	0	0.41	0	-1	4284
241040	1	0	0	7155.22	1	0	0.41	0	-1	7155.22
251215	2	1	0	5900	3	1	0.41	0.33	-0.17	17700
251225	1	0	0	4579.93	1	0	0.41	0	-1	4579.93
252105	3	1	0	5130.59	4	1	0.41	0.25	-0.36	20522.4
252210	3	5	0	9278.44	8	5	0.41	0.62	0.41	74227.5
252405	6	3	1	5928.74	10	4	0.41	0.4	-0.03	59287.4
252545	1	0	0	2238.28	1	0	0.41	0	-1	2238.28
253120	1	0	0	3680	1	0	0.41	0	-1	3680
261215	2	0	0	5692.5	2	0	0.41	0	-1	11385
262410	1	1	0	7265.59	2	1	0.41	0.5	0.18	14531.2
262420	4	0	0	10144	4	0	0.41	0	-1	40576

	branca	parda	preta	salario	n	x	p	b	index_rs	mass_wage_occ
317110	3	1	1	13172.5	5	2	0.41	0.4	-0.03	65862.2
317205	2	1	1	5080.46	4	2	0.41	0.5	0.18	20321.8
342125	1	1	0	5124.4	2	1	0.41	0.5	0.18	10248.8
354125	2	1	0	5147.3	3	1	0.41	0.33	-0.17	15441.9
354135	1	0	0	12730	1	0	0.41	0	-1	12730
354205	2	0	0	3982.9	2	0	0.41	0	-1	7965.8
374405	1	0	0	5850	1	0	0.41	0	-1	5850
410235	1	0	0	12800	1	0	0.41	0	-1	12800
410240	1	0	0	12800	1	0	0.41	0	-1	12800
411005	2	1	2	1200	5	3	0.41	0.6	0.37	6000
411010	1	1	1	16542.3	3	2	0.41	0.67	0.49	49626.8
413110	3	1	0	4258.88	4	1	0.41	0.25	-0.36	17035.5
420135	4	5	0	3370.2	9	5	0.41	0.56	0.29	30331.8
520110	1	0	3	2613.01	4	3	0.41	0.75	0.63	10452
760605	1	0	0	10900.4	1	0	0.41	0	-1	10900.4

Resultado IEER:

ier_naolideranca	ier_gerencia	ier_diretoria	ier_ponderado
-0.240802	-0.404788	-1	-0.54853

Dados recebidos:

	branca	parda	preta	salario	n	x	p	b	index_rs
121005	2	0	0	31857.8	2	0	0.41	0	-1
121010	1	0	0	77975	1	0	0.41	0	-1
123115	1	0	0	62736.2	1	0	0.41	0	-1
123310	1	0	0	43000	1	0	0.41	0	-1
123705	1	0	0	16110	1	0	0.41	0	-1
131115	1	0	0	30000	1	0	0.41	0	-1
131120	1	0	0	10034.5	1	0	0.41	0	-1
142105	1	0	0	14266.4	1	0	0.41	0	-1
142110	2	1	0	16825.1	3	1	0.41	0.33	-0.17
142115	1	0	0	19500	1	0	0.41	0	-1
142205	4	0	0	18310.2	4	0	0.41	0	-1
142305	3	0	0	18838.3	3	0	0.41	0	-1
142315	5	0	0	15756.8	5	0	0.41	0	-1
142320	2	0	0	18049	2	0	0.41	0	-1
142325	1	0	0	11490	1	0	0.41	0	-1
142330	45	17	7	5306.78	69	24	0.41	0.35	-0.14

	branca	parda	preta	salario	n	x	p	b	index_rs
142335	5	0	0	7735.02	5	0	0.41	0	-1
142345	2	0	0	9663.31	2	0	0.41	0	-1
142505	0	0	1	27936.3	1	1	0.41	1	1
142510	3	1	0	17858	4	1	0.41	0.25	-0.36
142520	6	4	0	10718.3	10	4	0.41	0.4	-0.03
142535	1	0	0	8800	1	0	0.41	0	-1
142605	5	2	0	22429.6	7	2	0.41	0.29	-0.28
203105	1	0	0	11000	1	0	0.41	0	-1
212205	9	2	0	11415.5	11	2	0.41	0.18	-0.52
212305	0	1	0	12560	1	1	0.41	1	1
212320	0	1	0	9897.88	1	1	0.41	1	1
212405	23	6	3	9257.11	32	9	0.41	0.28	-0.29
212410	3	1	1	15007.7	5	2	0.41	0.4	-0.03
212420	2	1	0	3456.96	3	1	0.41	0.33	-0.17
215120	0	1	0	13181.7	1	1	0.41	1	1
241005	2	0	0	16946.3	2	0	0.41	0	-1
241010	1	0	0	4284	1	0	0.41	0	-1
241040	1	0	0	7155.22	1	0	0.41	0	-1
251215	2	1	0	5900	3	1	0.41	0.33	-0.17
251225	1	0	0	4579.93	1	0	0.41	0	-1
252105	3	1	0	5130.59	4	1	0.41	0.25	-0.36
252210	3	5	0	9278.44	8	5	0.41	0.62	0.41
252405	6	3	1	5928.74	10	4	0.41	0.4	-0.03
252545	1	0	0	2238.28	1	0	0.41	0	-1
253120	1	0	0	3680	1	0	0.41	0	-1
261215	2	0	0	5692.5	2	0	0.41	0	-1
262410	1	1	0	7265.59	2	1	0.41	0.5	0.18
262420	4	0	0	10144	4	0	0.41	0	-1
317110	3	1	1	13172.5	5	2	0.41	0.4	-0.03
317205	2	1	1	5080.46	4	2	0.41	0.5	0.18
342125	1	1	0	5124.4	2	1	0.41	0.5	0.18
354125	2	1	0	5147.3	3	1	0.41	0.33	-0.17
354135	1	0	0	12730	1	0	0.41	0	-1
354205	2	0	0	3982.9	2	0	0.41	0	-1
374405	1	0	0	5850	1	0	0.41	0	-1
410235	1	0	0	12800	1	0	0.41	0	-1
410240	1	0	0	12800	1	0	0.41	0	-1
411005	2	1	2	1200	5	3	0.41	0.6	0.37
411010	1	1	1	16542.3	3	2	0.41	0.67	0.49
413110	3	1	0	4258.88	4	1	0.41	0.25	-0.36
420135	4	5	0	3370.2	9	5	0.41	0.56	0.29
520110	1	0	3	2613.01	4	3	0.41	0.75	0.63
760605	1	0	0	10900.4	1	0	0.41	0	-1

Calculando isr por ocupação

	branca	parda	preta	salario	n	x	p	b	index_rs	inv_educ	isr
121005	2	0	0	31857.8	2	0	0.41	0	-1	6000	4948.93
121010	1	0	0	77975	1	0	0.41	0	-1	6000	2474.47
123115	1	0	0	62736.2	1	0	0.41	0	-1	6000	2474.47
123310	1	0	0	43000	1	0	0.41	0	-1	6000	2474.47
123705	1	0	0	16110	1	0	0.41	0	-1	6000	2474.47
131115	1	0	0	30000	1	0	0.41	0	-1	6000	2474.47
131120	1	0	0	10034.5	1	0	0.41	0	-1	6000	2474.47
142105	1	0	0	14266.4	1	0	0.41	0	-1	6000	2474.47
142110	2	1	0	16825.1	3	1	0.41	0.33	-0.17	6000	1423.4
142115	1	0	0	19500	1	0	0.41	0	-1	6000	2474.47
142205	4	0	0	18310.2	4	0	0.41	0	-1	6000	9897.87
142305	3	0	0	18838.3	3	0	0.41	0	-1	6000	7423.4
142315	5	0	0	15756.8	5	0	0.41	0	-1	6000	12372.3
142320	2	0	0	18049	2	0	0.41	0	-1	6000	4948.93
142325	1	0	0	11490	1	0	0.41	0	-1	6000	2474.47
142330	45	17	7	5306.78	69	24	0.41	0.35	-0.14	6000	26738.2
142335	5	0	0	7735.02	5	0	0.41	0	-1	6000	12372.3
142345	2	0	0	9663.31	2	0	0.41	0	-1	6000	4948.93
142505	0	0	1	27936.3	1	1	0.41	1	1	6000	-3525.53
142510	3	1	0	17858	4	1	0.41	0.25	-0.36	6000	3897.87
142520	6	4	0	10718.3	10	4	0.41	0.4	-0.03	6000	744.67
142535	1	0	0	8800	1	0	0.41	0	-1	6000	2474.47
142605	5	2	0	22429.6	7	2	0.41	0.29	-0.28	6000	5321.27
203105	1	0	0	11000	1	0	0.41	0	-1	6000	2474.47
212205	9	2	0	11415.5	11	2	0.41	0.18	-0.52	6000	15219.1
212305	0	1	0	12560	1	1	0.41	1	1	6000	-3525.53
212320	0	1	0	9897.88	1	1	0.41	1	1	6000	-3525.53
212405	23	6	3	9257.11	32	9	0.41	0.28	-0.29	6000	25182.9
212410	3	1	1	15007.7	5	2	0.41	0.4	-0.03	6000	372.33
212420	2	1	0	3456.96	3	1	0.41	0.33	-0.17	6000	1423.4
215120	0	1	0	13181.7	1	1	0.41	1	1	6000	-3525.53
241005	2	0	0	16946.3	2	0	0.41	0	-1	6000	4948.93
241010	1	0	0	4284	1	0	0.41	0	-1	6000	2474.47
241040	1	0	0	7155.22	1	0	0.41	0	-1	6000	2474.47
251215	2	1	0	5900	3	1	0.41	0.33	-0.17	6000	1423.4
251225	1	0	0	4579.93	1	0	0.41	0	-1	6000	2474.47
252105	3	1	0	5130.59	4	1	0.41	0.25	-0.36	6000	3897.87
252210	3	5	0	9278.44	8	5	0.41	0.62	0.41	6000	-10204.3
252405	6	3	1	5928.74	10	4	0.41	0.4	-0.03	6000	744.67
252545	1	0	0	2238.28	1	0	0.41	0	-1	6000	2474.47
253120	1	0	0	3680	1	0	0.41	0	-1	6000	2474.47
261215	2	0	0	5692.5	2	0	0.41	0	-1	6000	4948.93

	branca	parda	preta	salario	n	x	p	b	index_rs	inv_educ	isr
262410	1	1	0	7265.59	2	1	0.41	0.5	0.18	6000	-1051.07
262420	4	0	0	10144	4	0	0.41	0	-1	6000	9897.87
317110	3	1	1	13172.5	5	2	0.41	0.4	-0.03	6000	372.33
317205	2	1	1	5080.46	4	2	0.41	0.5	0.18	6000	-2102.13
342125	1	1	0	5124.4	2	1	0.41	0.5	0.18	6000	-1051.07
354125	2	1	0	5147.3	3	1	0.41	0.33	-0.17	6000	1423.4
354135	1	0	0	12730	1	0	0.41	0	-1	6000	2474.47
354205	2	0	0	3982.9	2	0	0.41	0	-1	6000	4948.93
374405	1	0	0	5850	1	0	0.41	0	-1	6000	2474.47
410235	1	0	0	12800	1	0	0.41	0	-1	6000	2474.47
410240	1	0	0	12800	1	0	0.41	0	-1	6000	2474.47
411005	2	1	2	1200	5	3	0.41	0.6	0.37	6000	-5627.67
411010	1	1	1	16542.3	3	2	0.41	0.67	0.49	6000	-4576.6
413110	3	1	0	4258.88	4	1	0.41	0.25	-0.36	6000	3897.87
420135	4	5	0	3370.2	9	5	0.41	0.56	0.29	6000	-7729.8
520110	1	0	3	2613.01	4	3	0.41	0.75	0.63	6000	-8102.13
760605	1	0	0	10900.4	1	0	0.41	0	-1	6000	2474.47

Resultado ISR: R$ 171,157.03