Table: Oaxaca Decomposition of the Gender Gap in Earnings according to Firm Effects in Wages and Hours

		Mean Firm Wage		Mean Firm Hours		Oaxaca Decomposition: Wages		Oaxaca Decomposition: Hours	
	Gender Gap in Earnings	Men	Women	Men	Women	Sorting	Barg.	Sorting	Barg.
All	0.30	0.23	0.08	0.30	0.26	0.06	0.09	0.05	-0.01
By Different Age Groups									
Age <=30	0.22	0.16	0.03	0.27	0.23	0.05	0.08	0.05	-0.01
Age in (30;40]	0.30	0.25	0.10	0.31	0.28	0.05	0.10	0.04	-0.01
Age >40	0.34	0.25	0.09	0.31	0.27	0.07	0.09	0.05	-0.01
By Different Periods									
2002-2006	0.30	0.23	0.08	0.29	0.26	0.05	0.09	0.04	-0.01
2007-2010	0.30	0.23	0.07	0.30	0.26	0.06	0.09	0.05	-0.01
2011-2014	0.30	0.22	0.07	0.31	0.27	0.07	0.09	0.05	-0.01

Note: This table reports results from an Oaxaca decomposition of the gender gap in Earnings. We start by taking the gender gap in firm-premia in earnings between men and women. The latter can be written as the sum of the firm premia in wages and hours. We then decompose each wage and hours component into a sorting channel and a bargaining channel, see text for details. Each row denotes a different group to which we apply the Oaxaca decomposition. All firm effects have been normalize so that firms in the Accomodation-Food sector pay zero rents (in both hours and wages) on average. Sample corresponds to person-year observations of workers in WA who received at some point a UI check (for whom we have demographic characteristics) and whose corresponding employer belongs to the dual connected set, i.e. we can identify its male-specific and female-specific firm effect in the corresponding leave-out sample. This corresponds to a sample with 7,860,836 person-year observations, 1,316,246 workers and 37,058 (dual-connected) firms.