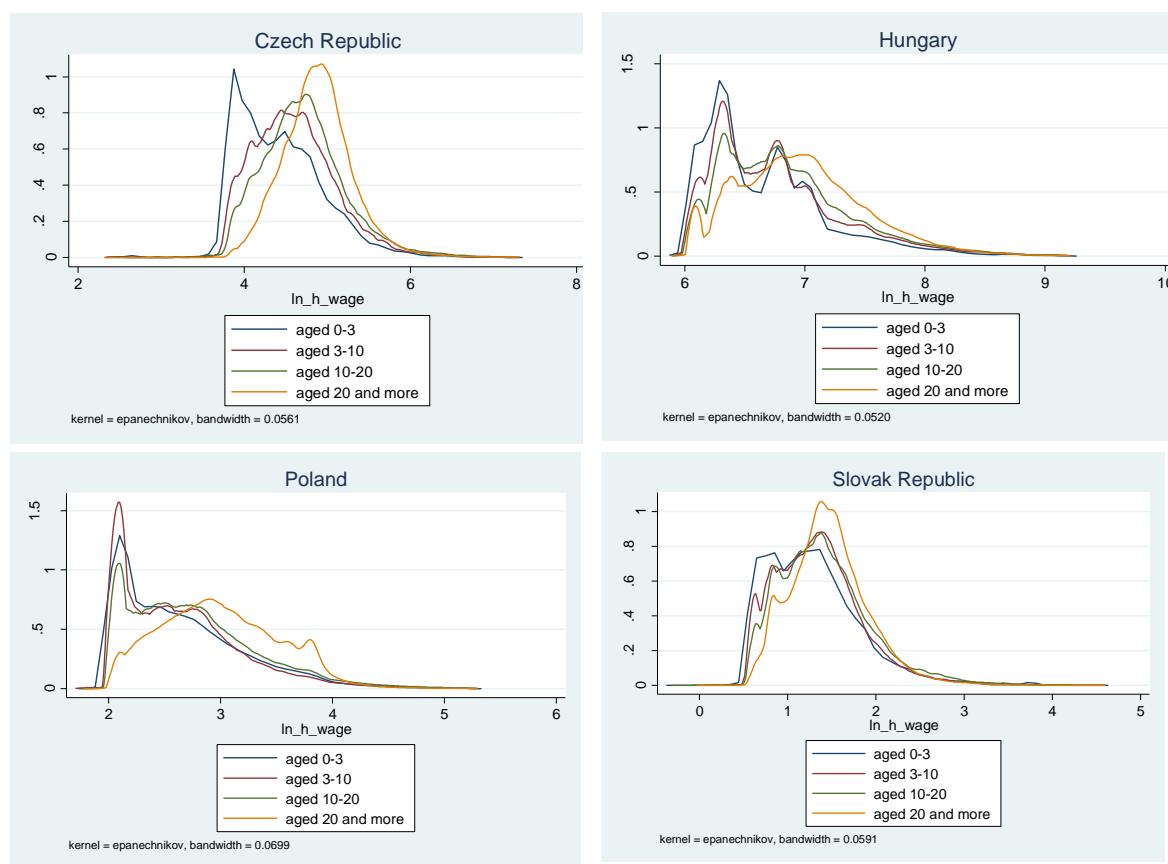
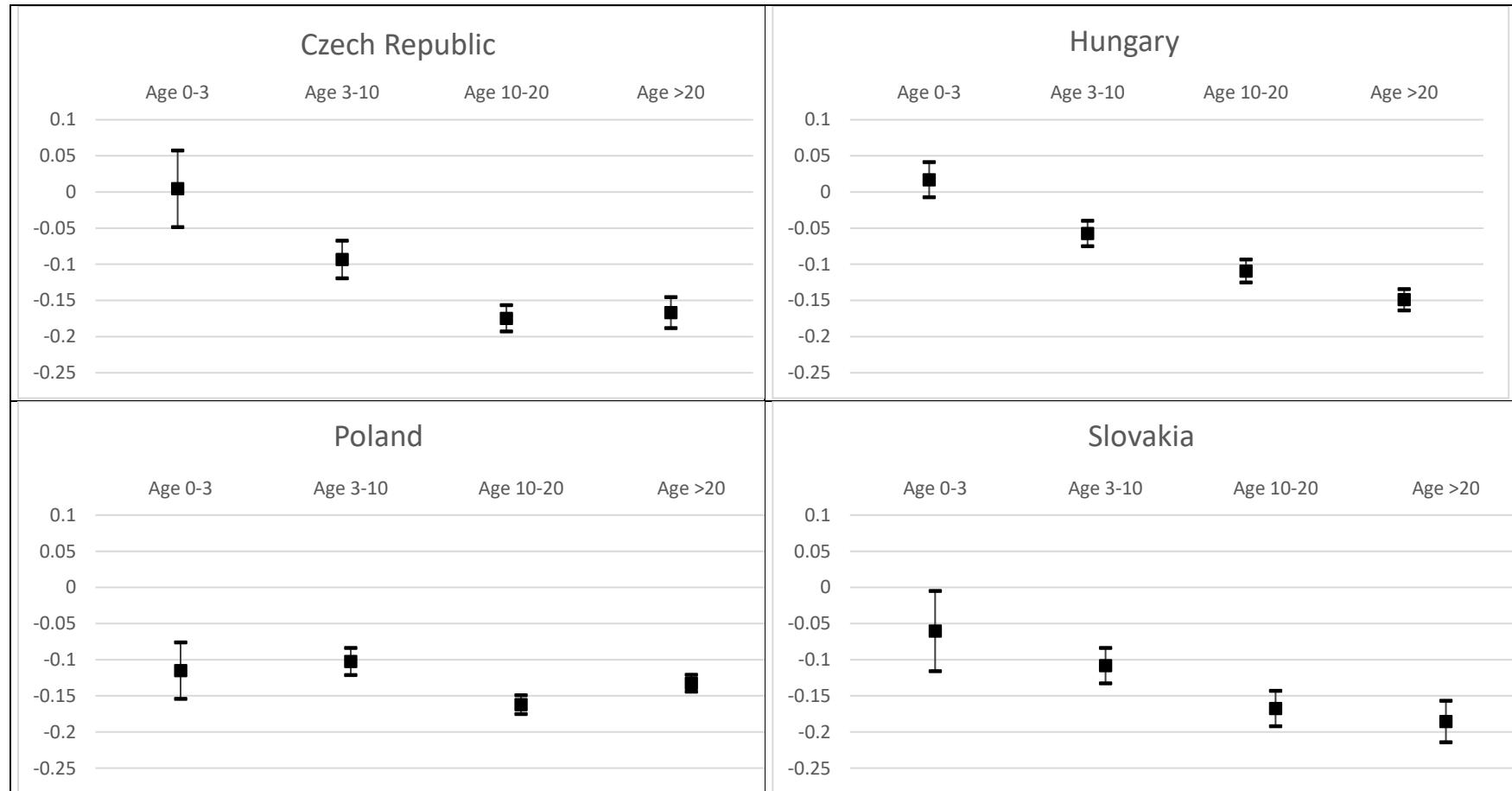


**Figure A. 1. Wage distribution by firms' age and by country**



**Figure A.2. Marginal effects for female dummy and firms' age groups along with the corresponding 95% confidence intervals (at means of other control variables)**



**Table A. 1. Firms' characteristics by age groups and country**

<i>Age</i>	<i>Size and employment structure</i>	CZ	HU	PL	SK
0-3	Size: 10-49 employees	0.141	0.497	0.476	0.088
	Size: 50-249 employees	0.160	0.217	0.268	0.233
	Size:> 250 employees	0.699	0.286	0.256	0.679
	% women	0.427	0.489	0.510	0.484
3-10	Size: 10-49 employees	0.092	0.668	0.357	0.071
	Size: 50-249 employees	0.183	0.180	0.280	0.236
	Size: > 250 employees	0.725	0.152	0.363	0.694
	% women	0.457	0.484	0.433	0.472
10-20	Size:10-49 employees	0.084	0.588	0.260	0.092
	Size:50-249 employees	0.217	0.202	0.348	0.342
	Size:> 250 employees	0.699	0.210	0.392	0.566
	% women	0.509	0.489	0.448	0.495
20+	Size:10-49 employees	0.092	0.381	0.197	0.033
	Size: 50-249 employees	0.147	0.325	0.308	0.183
	Size: > 250 employees	0.762	0.295	0.494	0.783
	% women	0.494	0.654	0.562	0.513
<i>Wages</i>					
0-3	Ln(wage)	4.610	6.558	2.703	1.349
	Var(ln(wage))	0.098	0.094	0.128	0.115
	Ln(wage) for men – ln(wage) for women	0.041	-0.045	0.127	0.093
	Ln(wage)	4.738	6.778	2.690	1.402
3-10	Var(ln(wage))	0.120	0.148	0.125	0.106
	Ln(wage) for men – ln(wage) for women	0.133	0.047	0.085	0.118
	Ln(wage)	4.812	6.847	2.822	1.473
	Var(ln(wage))	0.143	0.148	0.152	0.131
10-20	Ln(wage) for men – ln(wage) for women	0.193	0.103	0.091	0.190
	Ln(wage)	4.915	6.904	3.034	1.511
	Var(ln(wage))	0.118	0.157	0.178	0.122
	Ln(wage) for men – ln(wage) for women	0.212	0.155	0.037	0.211

**Table A.2. OLS results: gender wage gaps estimates (supplements Table 2).**

	CZ	HU	PL	SK	CZ	HU	PL	SK	CZ	HU	PL	SK
Female	-0.150 (0.007)	-0.120 (0.006)	-0.163 (0.006)	-0.186 (0.009)	-0.161 (0.008)	-0.145 (0.005)	-0.181 (0.005)	-0.212 (0.008)	-0.144 (0.004)	-0.104 (0.004)	-0.138 (0.003)	-0.152 (0.004)
Age 30-49 dummy	0.087 (0.007)	0.062 (0.006)	0.147 (0.004)	0.080 (0.007)	0.088 (0.006)	0.061 (0.005)	0.139 (0.004)	0.086 (0.006)	0.105 (0.006)	0.078 (0.005)	0.144 (0.004)	0.101 (0.007)
Age 50+ dummy	0.020 (0.009)	0.064 (0.009)	0.091 (0.006)	0.018 (0.009)	0.047 (0.010)	0.066 (0.008)	0.091 (0.006)	0.038 (0.009)	0.078 (0.009)	0.094 (0.007)	0.107 (0.005)	0.079 (0.009)
Education: secondary	0.224 (0.011)	0.234 (0.009)	0.208 (0.006)	0.279 (0.009)	0.098 (0.010)	0.080 (0.009)	0.066 (0.005)	0.156 (0.010)	0.110 (0.008)	0.122 (0.008)	0.074 (0.004)	0.146 (0.010)
Education: tertiary	0.704 (0.015)	0.816 (0.013)	0.883 (0.010)	0.768 (0.012)	0.363 (0.015)	0.499 (0.013)	0.484 (0.009)	0.451 (0.013)	0.383 (0.013)	0.560 (0.014)	0.489 (0.008)	0.459 (0.013)
Tenure	0.014 (0.000)	0.011 (0.000)	0.015 (0.000)	0.010 (0.001)	0.011 (0.001)	0.010 (0.000)	0.012 (0.000)	0.007 (0.001)	0.008 (0.000)	0.008 (0.000)	0.010 (0.000)	0.006 (0.001)
Part-time job					-0.109 (0.014)	0.244 (0.007)	0.001 (0.012)	-0.111 (0.013)	-0.086 (0.014)	0.296 (0.008)	0.022 (0.008)	-0.061 (0.012)
Occupation: highly skilled non-manual					0.571 (0.014)	0.507 (0.010)	0.546 (0.008)	0.456 (0.014)	0.554 (0.013)	0.414 (0.011)	0.525 (0.007)	0.479 (0.013)
Occupation: lower skilled non-manual					0.180 (0.016)	0.243 (0.008)	0.122 (0.015)	0.139 (0.016)	0.174 (0.015)	0.160 (0.010)	0.095 (0.008)	0.145 (0.017)
Occupation: skilled manual					0.215 (0.014)	0.245 (0.010)	0.160 (0.008)	0.157 (0.014)	0.169 (0.013)	0.131 (0.009)	0.134 (0.007)	0.108 (0.013)
Private sector dummy									-0.028 (0.017)	-0.016 (0.013)	-0.141 (0.011)	0.011 (0.022)
Firm size: 10-49									-0.275 (0.014)	-0.251 (0.011)	-0.169 (0.009)	-0.188 (0.016)
Firm size: 50-249									-0.080 (0.013)	-0.090 (0.011)	-0.068 (0.009)	-0.101 (0.014)
NACE: market services									0.018 (0.013)	-0.005 (0.010)	0.011 (0.010)	0.012 (0.016)
NACE: non-market services									-0.099 (0.019)	-0.108 (0.013)	-0.106 (0.014)	-0.099 (0.019)
Share of female workers in each firm									-0.035 (0.021)	-0.082 (0.013)	-0.092 (0.015)	-0.167 (0.027)
Collective agreement coverage: national or industry level									0.005 (0.018)	0.183 (0.027)	0.068 (0.017)	-0.012 (0.018)
Collective agreement coverage: other									0.034 (0.014)	0.115 (0.013)	0.012 (0.007)	0.015 (0.021)
Constant	4.364 (0.014)	6.450 (0.014)	2.310 (0.009)	1.005 (0.012)	4.211 (0.016)	6.282 (0.011)	2.247 (0.010)	0.932 (0.015)	4.383 (0.031)	6.597 (0.019)	2.566 (0.017)	1.089 (0.039)
Number of observations	1,993,625	835,207	681,702	773,860	1,981,785	835,207	681,702	773,860	1,981,785	835,207	681,702	773,860
R2	0.259	0.305	0.366	0.286	0.381	0.378	0.458	0.364	0.452	0.481	0.501	0.408

**Table A.3. OLS results: gender wage gaps estimates controlling for firms' age (supplements Table 3).**

	CZ	HU	PL	SK	CZ	HU	PL	SK
Female	-0.144 (0.004)	-0.104 (0.004)	-0.137 (0.003)	-0.152 (0.004)	-0.175 (0.009)	-0.109 (0.008)	-0.162 (0.007)	-0.167 (0.013)
Female age0-3					0.179 (0.029)	0.126 (0.014)	0.047 (0.021)	0.107 (0.032)
Female age 3-10					0.081 (0.017)	0.052 (0.012)	0.059 (0.013)	0.059 (0.019)
Female age >20					0.008 (0.016)	-0.040 (0.012)	0.030 (0.010)	-0.018 (0.023)
Age 30-49 dummy	0.102 (0.006)	0.078 (0.005)	0.145 (0.004)	0.100 (0.007)	0.102 (0.006)	0.079 (0.005)	0.145 (0.004)	0.100 (0.007)
Age 50+ dummy	0.075 (0.009)	0.095 (0.007)	0.109 (0.005)	0.077 (0.009)	0.076 (0.009)	0.096 (0.007)	0.109 (0.005)	0.077 (0.009)
Education: secondary	0.112 (0.008)	0.122 (0.008)	0.074 (0.004)	0.146 (0.010)	0.110 (0.008)	0.122 (0.008)	0.074 (0.004)	0.145 (0.010)
Education: tertiary	0.385 (0.013)	0.560 (0.014)	0.487 (0.008)	0.458 (0.013)	0.380 (0.013)	0.561 (0.014)	0.487 (0.007)	0.455 (0.013)
Tenure	0.007 (0.000)	0.007 (0.000)	0.009 (0.000)	0.006 (0.001)	0.007 (0.000)	0.007 (0.000)	0.009 (0.000)	0.006 (0.001)
Part-time job	-0.086 (0.014)	0.299 (0.007)	0.021 (0.008)	-0.060 (0.012)	-0.086 (0.014)	0.296 (0.007)	0.022 (0.008)	-0.060 (0.012)
Occupation: highly skilled non-manual	0.554 (0.013)	0.413 (0.011)	0.527 (0.007)	0.478 (0.013)	0.555 (0.013)	0.413 (0.011)	0.526 (0.007)	0.479 (0.013)
Occupation: lower skilled non-manual	0.177 (0.015)	0.161 (0.009)	0.098 (0.008)	0.144 (0.017)	0.175 (0.015)	0.158 (0.009)	0.098 (0.008)	0.145 (0.016)
Occupation: skilled manual	0.169 (0.013)	0.130 (0.009)	0.137 (0.007)	0.108 (0.013)	0.170 (0.012)	0.129 (0.008)	0.137 (0.007)	0.107 (0.013)
Private sector dummy	-0.040 (0.018)	-0.004 (0.014)	-0.133 (0.011)	0.002 (0.022)	-0.044 (0.018)	-0.007 (0.014)	-0.134 (0.011)	0.001 (0.023)
Firm size: 10-49	-0.265 (0.014)	-0.245 (0.010)	-0.163 (0.009)	-0.193 (0.016)	-0.264 (0.013)	-0.241 (0.010)	-0.164 (0.009)	-0.193 (0.016)
Firm size: 50-249	-0.083 (0.013)	-0.088 (0.011)	-0.066 (0.009)	-0.103 (0.014)	-0.082 (0.012)	-0.084 (0.011)	-0.066 (0.009)	-0.103 (0.014)
NACE: market services	0.019 (0.013)	-0.002 (0.010)	0.014 (0.010)	0.013 (0.016)	0.020 (0.013)	-0.003 (0.010)	0.015 (0.010)	0.016 (0.016)
NACE: non-market services	-0.093 (0.019)	-0.106 (0.013)	-0.104 (0.014)	-0.098 (0.019)	-0.088 (0.018)	-0.104 (0.013)	-0.105 (0.014)	-0.092 (0.018)
Share of female workers in each firm	-0.039 (0.021)	-0.085 (0.013)	-0.096 (0.015)	-0.168 (0.028)	-0.052 (0.022)	-0.103 (0.014)	-0.098 (0.015)	-0.175 (0.028)
Collective agreement coverage: national or industry level	-0.005 (0.018)	0.182 (0.028)	0.067 (0.017)	-0.007 (0.019)	-0.007 (0.018)	0.174 (0.027)	0.068 (0.017)	-0.008 (0.019)
Collective agreement coverage: other	0.047 (0.015)	0.113 (0.013)	0.010 (0.007)	0.025 (0.022)	0.047 (0.015)	0.107 (0.013)	0.010 (0.007)	0.023 (0.023)
Firm age: age 0-3	-0.135 (0.024)	-0.061 (0.011)	0.013 (0.018)	-0.020 (0.023)	-0.213 (0.029)	-0.119 (0.013)	-0.009 (0.023)	-0.074 (0.029)
Firm age: age 3-10	-0.028 (0.014)	-0.026 (0.011)	-0.041 (0.011)	-0.028 (0.015)	-0.063 (0.016)	-0.049 (0.012)	-0.066 (0.013)	-0.056 (0.017)
Firm age: age >20	-0.050 (0.013)	0.001 (0.012)	0.011 (0.009)	-0.042 (0.018)	-0.053 (0.018)	0.024 (0.015)	-0.002 (0.011)	-0.032 (0.024)
Constant	4.424 (0.031)	6.602 (0.020)	2.563 (0.018)	1.117 (0.037)	4.446 (0.031)	6.615 (0.020)	2.576 (0.019)	1.128 (0.038)
Number of observations	1,981,785	835,207	681,702	773,860	1,981,785	835,207	681,702	773,860
R2	0.457	0.482	0.502	0.409	0.460	0.484	0.502	0.411

**Table A.4. OLS estimation results for the subsample of firms aged 20 years and more**

Specification	Czech Republic	Hungary	Poland	Slovakia
Female	-0.104*** (0.015)	-0.104*** (0.008)	-0.074*** (0.006)	-0.116*** (0.014)
Female* private	-0.126*** (0.024)	-0.041* (0.021)	-0.123*** (0.013)	-0.079*** (0.026)
Private	0.029 (0.033)	0.027 (0.035)	-0.086*** (0.017)	0.070** (0.035)
Number of observations	1,262,746	593,612	376,063	367,767
R2	0.511	0.572	0.510	0.488

Notes: Robust standard errors in parentheses; \*\*\* p<0.01, \*\* p<0.05, \* p<0.1; regressions control for personal characteristics (age, education, tenure), job characteristics (occupation, part-time status), firm characteristics (size, share of women, NACE, region).

**Table A.5. Tenure distribution in private firms aged 20 and more by gender and country**

Years	CZ	ES	HU	IT	PL	PT	SE	SK
women								
tenure =0	0.115	0.073	0.072	0.031	0.044	0.025	0.117	0.068
tenure (0;2>	0.152	0.123	0.126	0.083	0.122	0.142	0.138	0.129
tenure (2;4>	0.125	0.136	0.094	0.097	0.105	0.075	0.130	0.122
tenure (4;6>	0.084	0.097	0.060	0.069	0.073	0.062	0.077	0.071
tenure (6;8>	0.060	0.076	0.047	0.077	0.046	0.064	0.079	0.056
tenure (8;10>	0.055	0.082	0.054	0.081	0.045	0.085	0.079	0.047
tenure (10;12>	0.043	0.055	0.043	0.056	0.046	0.064	0.060	0.047
tenure (12;16>	0.092	0.066	0.081	0.086	0.101	0.084	0.075	0.092
tenure (16;20>	0.062	0.063	0.070	0.083	0.070	0.108	0.062	0.068
tenure (20;30>	0.123	0.135	0.218	0.242	0.225	0.214	0.183	0.188
tenure >30	0.088	0.095	0.135	0.096	0.124	0.076	0.000	0.113
men								
tenure =0	0.123	0.063	0.088	0.026	0.060	0.024	0.102	0.085
tenure (0;2>	0.142	0.098	0.127	0.068	0.136	0.142	0.132	0.131
tenure (2;4>	0.117	0.104	0.099	0.086	0.115	0.076	0.127	0.121
tenure (4;6>	0.085	0.076	0.069	0.065	0.079	0.062	0.081	0.080
tenure (6;8>	0.060	0.062	0.056	0.064	0.050	0.061	0.077	0.063
tenure (8;10>	0.061	0.069	0.056	0.068	0.048	0.069	0.078	0.049
tenure (10;12>	0.050	0.060	0.044	0.053	0.048	0.059	0.058	0.046
tenure (12;16>	0.103	0.078	0.093	0.087	0.110	0.080	0.079	0.097
tenure (16;20>	0.065	0.071	0.067	0.083	0.084	0.098	0.062	0.072
tenure (20;30>	0.095	0.195	0.177	0.292	0.175	0.229	0.204	0.143
tenure >30	0.099	0.124	0.125	0.109	0.094	0.099	0.000	0.113