

## Returns to Education in the Russian Federation: Some New Estimates

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### APPENDIX

**Table A26: Results of Mincer Analysis, 1994**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	10.905*** (10.679, 11.131)	11.265*** (10.938, 11.591)	10.449*** (10.158, 10.740)	11.570*** (11.387, 11.754)	11.946*** (11.672, 12.221)	11.134*** (10.904, 11.364)
Education, years	0.073*** (0.060, 0.087)	0.078*** (0.058, 0.097)	0.078*** (0.061, 0.095)			
Vocational education				0.115*** (0.030, 0.200)	0.132** (0.008, 0.257)	0.158*** (0.049, 0.268)
Higher education				0.486*** (0.389, 0.583)	0.543*** (0.400, 0.685)	0.502*** (0.378, 0.625)
Experience	0.023*** (0.010, 0.036)	0.013 (-0.007, 0.033)	0.035*** (0.019, 0.051)	0.032*** (0.016, 0.047)	0.024** (0.001, 0.048)	0.045*** (0.026, 0.064)
Experience squared	-0.0004*** (-0.001, -0.0002)	-0.0003 (-0.001, 0.0001)	-0.001*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0003)	-0.001** (-0.001, -0.0001)	-0.001*** (-0.001, -0.0005)
Observations	3,204	1,487	1,717	3,041	1,395	1,646
R <sup>2</sup>	0.049	0.061	0.061	0.040	0.051	0.049
Adjusted R <sup>2</sup>	0.048	0.059	0.060	0.039	0.048	0.047
Residual Std. Error	0.930	0.948	0.849	0.935	0.955	0.853
F Statistic	54.847***	32.176***	37.217***	31.859***	18.578***	21.336***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p<0.1; \*\* p<0.05; \*\*\* p<0.01

**Table A27: Results of Mincer Analysis, 1995**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	11.612*** (11.367, 11.856)	12.105*** (11.759, 12.450)	11.053*** (10.726, 11.379)	12.362*** (12.173, 12.552)	12.845*** (12.567, 13.122)	11.832*** (11.585, 12.078)
Education, years	0.076*** (0.061, 0.090)	0.073*** (0.052, 0.093)	0.085*** (0.065, 0.104)			
Vocational education				0.055 (-0.034, 0.145)	0.064 (-0.065, 0.193)	0.115* (-0.004, 0.234)
Higher education				0.421*** (0.322, 0.521)	0.397*** (0.255, 0.538)	0.503*** (0.370, 0.635)
Experience	0.024*** (0.010, 0.038)	0.007 (-0.013, 0.028)	0.043*** (0.026, 0.061)	0.032*** (0.016, 0.047)	0.012 (-0.011, 0.035)	0.055*** (0.034, 0.075)
Experience squared	-0.0005*** (-0.001, -0.0002)	-0.0002 (-0.001, 0.0002)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0004)	-0.0004 (-0.001, 0.0001)	-0.001*** (-0.002, -0.001)
Observations	2,792	1,293	1,499	2,693	1,237	1,456
R <sup>2</sup>	0.050	0.054	0.068	0.039	0.036	0.059
Adjusted R <sup>2</sup>	0.049	0.052	0.066	0.038	0.033	0.056
Residual Std. Error	0.914	0.916	0.860	0.918	0.920	0.864
F Statistic	49.270***	24.594***	36.509***	27.447***	11.576***	22.579***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01

**Table A28: Results of Mincer Analysis, 1996**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	12.283*** (12.006, 12.560)	12.553*** (12.143, 12.963)	11.895*** (11.541, 12.249)	12.989*** (12.774, 13.205)	13.307*** (12.988, 13.626)	12.565*** (12.290, 12.841)
Education, years	0.070*** (0.053, 0.086)	0.076*** (0.051, 0.100)	0.071*** (0.050, 0.092)			
Vocational education				0.105* (-0.001, 0.210)	0.132* (-0.024, 0.287)	0.126* (-0.009, 0.262)
Higher education				0.377*** (0.262, 0.492)	0.400*** (0.229, 0.571)	0.411*** (0.264, 0.558)
Experience	0.002 (-0.013, 0.017)	-0.003 (-0.026, 0.020)	0.013 (-0.005, 0.032)	0.005 (-0.013, 0.022)	0.001 (-0.026, 0.027)	0.019* (-0.003, 0.042)
Experience squared	-0.0001 (-0.0004, 0.0002)	-0.0001 (-0.001, 0.0004)	-0.0003 (-0.001, 0.0001)	-0.0002 (-0.001, 0.0002)	-0.0002 (-0.001, 0.0004)	-0.0004* (-0.001, 0.0001)
Observations	2,355	1,067	1,288	2,283	1,034	1,249
R <sup>2</sup>	0.039	0.050	0.042	0.026	0.032	0.031
Adjusted R <sup>2</sup>	0.038	0.048	0.040	0.024	0.028	0.027
Residual Std. Error	0.951	0.969	0.879	0.959	0.977	0.887
F Statistic	31.838***	18.765***	18.779***	14.947***	8.405***	9.812***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01

**Table A29: Results of Mincer Analysis, 1998**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	5.221*** (5.013, 5.429)	5.526*** (5.229, 5.823)	4.710*** (4.443, 4.978)	5.960*** (5.803, 6.118)	6.329*** (6.097, 6.561)	5.502*** (5.304, 5.701)
Education, years	0.084*** (0.071, 0.096)	0.090*** (0.072, 0.108)	0.094*** (0.078, 0.110)			
Vocational education				0.177*** (0.102, 0.252)	0.175*** (0.070, 0.280)	0.256*** (0.157, 0.355)
Higher education				0.527*** (0.443, 0.611)	0.552*** (0.431, 0.673)	0.616*** (0.506, 0.725)
Experience	0.019*** (0.007, 0.030)	0.008 (-0.009, 0.025)	0.032*** (0.018, 0.046)	0.028*** (0.015, 0.041)	0.019* (-0.0001, 0.038)	0.043*** (0.027, 0.059)
Experience squared	-0.0004*** (-0.001, -0.0002)	-0.0002 (-0.001, 0.0001)	-0.001*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0003)	-0.0005** (-0.001, -0.0001)	-0.001*** (-0.001, -0.001)
Observations	3,186	1,483	1,703	3,108	1,438	1,670
R <sup>2</sup>	0.065	0.080	0.094	0.058	0.066	0.085
Adjusted R <sup>2</sup>	0.065	0.078	0.092	0.057	0.063	0.083
Residual Std. Error	0.797	0.799	0.727	0.800	0.804	0.729
F Statistic	74.330***	42.686***	58.475***	47.544***	25.234***	38.908***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01

**Table A30: Results of Mincer Analysis, 2000**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	5.911*** (5.688, 6.134)	6.325*** (6.016, 6.635)	5.131*** (4.835, 5.427)	6.698*** (6.541, 6.855)	7.177*** (6.956, 7.399)	6.072*** (5.869, 6.276)
Education, years	0.084*** (0.070, 0.097)	0.086*** (0.067, 0.106)	0.105*** (0.088, 0.122)			
Vocational education				0.155*** (0.075, 0.234)	0.120** (0.010, 0.230)	0.283*** (0.178, 0.388)
Higher education				0.488*** (0.399, 0.577)	0.450*** (0.323, 0.577)	0.668*** (0.553, 0.784)
Experience	0.015** (0.003, 0.026)	0.003 (-0.014, 0.020)	0.036*** (0.020, 0.051)	0.021*** (0.008, 0.034)	0.010 (-0.009, 0.028)	0.042*** (0.025, 0.058)
Experience squared	-0.0003** (-0.001, -0.0001)	-0.0002 (-0.001, 0.0002)	-0.001*** (-0.001, -0.0003)	-0.0005*** (-0.001, -0.0002)	-0.0003* (-0.001, 0.00005)	-0.001*** (-0.001, -0.0005)
Observations	3,282	1,527	1,755	3,222	1,483	1,739
R <sup>2</sup>	0.051	0.069	0.084	0.044	0.046	0.082
Adjusted R <sup>2</sup>	0.050	0.067	0.082	0.043	0.044	0.080
Residual Std. Error	0.866	0.853	0.796	0.868	0.858	0.796
F Statistic	58.937***	37.376***	53.532***	36.905***	17.967***	38.861***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01

**Table A31: Results of Mincer Analysis, 2001**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	6.373*** (6.165, 6.581)	6.680*** (6.388, 6.971)	5.677*** (5.398, 5.955)	7.280*** (7.136, 7.424)	7.577*** (7.373, 7.780)	6.768*** (6.578, 6.957)
Education, years	0.092*** (0.079, 0.104)	0.091*** (0.073, 0.109)	0.114*** (0.098, 0.130)			
Vocational education				0.147*** (0.072, 0.221)	0.107** (0.004, 0.210)	0.299*** (0.199, 0.399)
Higher education				0.518*** (0.437, 0.599)	0.492*** (0.376, 0.608)	0.711*** (0.603, 0.819)
Experience	-0.001 (-0.012, 0.010)	-0.003 (-0.018, 0.013)	0.012 (-0.003, 0.027)	0.003 (-0.009, 0.015)	0.005 (-0.013, 0.022)	0.012 (-0.004, 0.028)
Experience squared	-0.00001 (-0.0002, 0.0002)	-0.00004 (-0.0004, 0.0003)	-0.0002 (-0.0005, 0.0001)	-0.0001 (-0.0004, 0.0001)	-0.0002 (-0.001, 0.0001)	-0.0002 (-0.001, 0.0002)
Observations	3,659	1,708	1,951	3,611	1,675	1,936
R <sup>2</sup>	0.060	0.067	0.092	0.055	0.056	0.091
Adjusted R <sup>2</sup>	0.059	0.065	0.091	0.054	0.054	0.089
Residual Std. Error	0.846	0.853	0.777	0.846	0.853	0.777
F Statistic	77.748***	40.535***	66.139***	52.342***	24.825***	48.381***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01

**Table A32: Results of Mincer Analysis, 2002**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	6.574*** (6.386, 6.762)	6.853*** (6.590, 7.116)	5.944*** (5.693, 6.194)	7.477*** (7.348, 7.606)	7.797*** (7.617, 7.978)	6.974*** (6.802, 7.145)
Education, years	0.091*** (0.080, 0.103)	0.094*** (0.078, 0.111)	0.111*** (0.096, 0.125)			
Vocational education				0.147*** (0.080, 0.214)	0.120** (0.028, 0.211)	0.283*** (0.191, 0.374)
Higher education				0.510*** (0.437, 0.584)	0.496*** (0.392, 0.600)	0.687*** (0.588, 0.785)
Experience	0.014*** (0.004, 0.024)	0.010 (-0.004, 0.025)	0.025*** (0.011, 0.038)	0.018*** (0.007, 0.029)	0.016** (0.001, 0.032)	0.027*** (0.013, 0.042)
Experience squared	-0.0003*** (-0.001, -0.0001)	-0.0003** (-0.001, -0.00003)	-0.0004*** (-0.001, -0.0001)	-0.0004*** (-0.001, -0.0002)	-0.0005*** (-0.001, -0.0001)	-0.0005*** (-0.001, -0.0002)
Observations	3,853	1,780	2,073	3,809	1,750	2,059
R <sup>2</sup>	0.069	0.087	0.100	0.060	0.068	0.098
Adjusted R <sup>2</sup>	0.068	0.086	0.099	0.059	0.066	0.097
Residual Std. Error	0.778	0.771	0.724	0.778	0.771	0.723
F Statistic	95.214***	56.700***	76.506***	61.036***	31.819***	56.047***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01

**Table A33: Results of Mincer Analysis, 2003**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	6.810*** (6.617, 7.004)	7.243*** (6.973, 7.513)	6.069*** (5.817, 6.321)	7.703*** (7.574, 7.832)	8.133*** (7.951, 8.315)	7.175*** (7.009, 7.341)
Education, years	0.091*** (0.080, 0.103)	0.088*** (0.072, 0.105)	0.118*** (0.104, 0.133)			
Vocational education				0.170*** (0.103, 0.237)	0.111** (0.020, 0.201)	0.325*** (0.234, 0.417)
Higher education				0.519*** (0.445, 0.593)	0.454*** (0.352, 0.556)	0.738*** (0.640, 0.836)
Experience	0.014*** (0.003, 0.024)	0.006 (-0.009, 0.021)	0.023*** (0.010, 0.036)	0.017*** (0.006, 0.028)	0.010 (-0.005, 0.026)	0.024*** (0.010, 0.038)
Experience squared	-0.0004*** (-0.001, -0.0001)	-0.0003* (-0.001, 0.00003)	-0.0004*** (-0.001, -0.0002)	-0.0004*** (-0.001, -0.0002)	-0.0004** (-0.001, -0.0001)	-0.0004*** (-0.001, -0.0001)
Observations	3,900	1,789	2,111	3,871	1,770	2,101
R <sup>2</sup>	0.071	0.084	0.112	0.064	0.069	0.109
Adjusted R <sup>2</sup>	0.071	0.082	0.111	0.063	0.067	0.107
Residual Std. Error	0.783	0.755	0.732	0.784	0.758	0.731
F Statistic	99.596***	54.327***	88.575***	66.214***	32.543***	64.108***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01



**Table A34: Results of Mincer Analysis, 2004**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	7.183*** (6.998, 7.367)	7.530*** (7.276, 7.785)	6.457*** (6.216, 6.697)	8.054*** (7.933, 8.176)	8.406*** (8.235, 8.577)	7.555*** (7.399, 7.712)
Education, years	0.085*** (0.074, 0.096)	0.086*** (0.070, 0.101)	0.110*** (0.096, 0.124)			
Vocational education				0.105*** (0.041, 0.169)	0.133*** (0.048, 0.219)	0.181*** (0.094, 0.269)
Higher education				0.446*** (0.375, 0.517)	0.443*** (0.345, 0.541)	0.612*** (0.518, 0.706)
Experience	0.010* (-0.0001, 0.020)	0.006 (-0.008, 0.020)	0.020*** (0.008, 0.033)	0.013** (0.002, 0.023)	0.007 (-0.008, 0.022)	0.024*** (0.011, 0.037)
Experience squared	-0.0003*** (-0.001, -0.0001)	-0.0003** (-0.001, -0.00003)	-0.0004*** (-0.001, -0.0001)	-0.0004*** (-0.001, -0.0002)	-0.0003** (-0.001, -0.00004)	-0.0005*** (-0.001, -0.0002)
Observations	3,994	1,841	2,153	3,970	1,824	2,146
R <sup>2</sup>	0.072	0.096	0.108	0.062	0.074	0.100
Adjusted R <sup>2</sup>	0.072	0.094	0.107	0.061	0.072	0.099
Residual Std. Error	0.748	0.723	0.690	0.750	0.725	0.693
F Statistic	103.687***	64.859***	86.667***	65.934***	36.585***	59.620***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01

**Table A35: Results of Mincer Analysis, 2005**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	7.514*** (7.328, 7.699)	7.908*** (7.651, 8.166)	6.703*** (6.462, 6.943)	8.377*** (8.258, 8.496)	8.728*** (8.561, 8.895)	7.867*** (7.713, 8.020)
Education, years	0.081*** (0.071, 0.092)	0.076*** (0.061, 0.092)	0.115*** (0.101, 0.129)			
Vocational education				0.082** (0.018, 0.146)	0.109** (0.024, 0.193)	0.188*** (0.100, 0.276)
Higher education				0.421*** (0.351, 0.492)	0.385*** (0.289, 0.482)	0.642*** (0.548, 0.736)
Experience	0.004 (-0.006, 0.013)	0.001 (-0.013, 0.014)	0.012** (0.0003, 0.025)	0.004 (-0.006, 0.014)	-0.002 (-0.016, 0.012)	0.013** (0.0005, 0.026)
Experience squared	-0.0002* (-0.0004, 0.00001)	-0.0002 (-0.0005, 0.0001)	-0.0003** (-0.001, -0.00002)	-0.0002* (-0.0004, 0.00002)	-0.0001 (-0.0004, 0.0002)	-0.0003** (-0.001, -0.00001)
Observations	3,937	1,818	2,119	3,919	1,804	2,115
R <sup>2</sup>	0.070	0.079	0.120	0.062	0.061	0.114
Adjusted R <sup>2</sup>	0.069	0.077	0.119	0.061	0.059	0.112
Residual Std. Error	0.745	0.720	0.685	0.745	0.719	0.686
F Statistic	97.983***	51.838***	96.196***	64.571***	29.231***	67.731***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\*p&lt;0.1; \*\*p&lt;0.05; \*\*\*p&lt;0.01

**Table A36: Results of Mincer Analysis, 2006**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	7.750*** (7.590, 7.911)	8.083*** (7.855, 8.311)	7.026*** (6.820, 7.231)	8.590*** (8.486, 8.695)	8.875*** (8.726, 9.024)	8.164*** (8.030, 8.298)
Education, years	0.081*** (0.072, 0.090)	0.076*** (0.063, 0.090)	0.113*** (0.101, 0.125)			
Vocational education				0.081*** (0.025, 0.136)	0.091** (0.017, 0.165)	0.197*** (0.119, 0.274)
Higher education				0.442*** (0.380, 0.504)	0.400*** (0.315, 0.486)	0.656*** (0.573, 0.739)
Experience	0.004 (-0.005, 0.012)	0.003 (-0.009, 0.016)	0.010* (-0.001, 0.020)	0.006 (-0.003, 0.015)	0.005 (-0.008, 0.018)	0.011* (-0.0001, 0.022)
Experience squared	-0.0002** (-0.0004, -0.00004)	-0.0002* (-0.001, 0.00001)	-0.0003** (-0.001, -0.00005)	-0.0003*** (-0.0005, -0.0001)	-0.0003** (-0.001, -0.00002)	-0.0003*** (-0.001, -0.0001)
Observations	4,837	2,193	2,644	4,817	2,178	2,639
R <sup>2</sup>	0.080	0.082	0.139	0.078	0.072	0.132
Adjusted R <sup>2</sup>	0.080	0.081	0.138	0.077	0.070	0.131
Residual Std. Error	0.719	0.698	0.666	0.716	0.691	0.668
F Statistic	140.652***	65.352***	141.538***	101.228***	42.144***	100.160***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient \* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A37: Results of Mincer Analysis, 2007**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.178*** (8.025, 8.331)	8.526*** (8.312, 8.739)	7.480*** (7.281, 7.680)	8.830*** (8.731, 8.928)	9.075*** (8.938, 9.213)	8.461*** (8.333, 8.588)
Education, years	0.064*** (0.055, 0.073)	0.056*** (0.044, 0.068)	0.096*** (0.084, 0.107)			
Vocational education				0.082*** (0.029, 0.134)	0.139*** (0.071, 0.208)	0.132*** (0.059, 0.205)
Higher education				0.366*** (0.308, 0.424)	0.332*** (0.253, 0.410)	0.537*** (0.459, 0.616)
Experience	0.005 (-0.003, 0.013)	0.005 (-0.007, 0.017)	0.011** (0.0003, 0.021)	0.006 (-0.002, 0.015)	0.004 (-0.008, 0.016)	0.013** (0.002, 0.023)
Experience squared	-0.0003*** (-0.0004, -0.0001)	-0.0003** (-0.001, -0.0001)	-0.0003*** (-0.001, -0.0001)	-0.0003*** (-0.0005, -0.0001)	-0.0003** (-0.001, -0.00003)	-0.0004*** (-0.001, -0.0002)
Observations	4,766	2,174	2,592	4,747	2,161	2,586
R <sup>2</sup>	0.069	0.069	0.120	0.068	0.064	0.117
Adjusted R <sup>2</sup>	0.068	0.068	0.119	0.067	0.062	0.116
Residual Std. Error	0.674	0.639	0.636	0.673	0.638	0.637
F Statistic	117.382***	53.847***	117.362***	86.858***	36.710***	85.757***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05, \*\*\* p&lt;0.01

**Table A38: Results of Mincer Analysis, 2008**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.133*** (7.970, 8.296)	8.386*** (8.156, 8.616)	7.477*** (7.265, 7.689)	8.915*** (8.811, 9.019)	9.145*** (8.999, 9.291)	8.545*** (8.410, 8.680)
Education, years	0.079*** (0.069, 0.088)	0.078*** (0.065, 0.091)	0.108*** (0.096, 0.120)			
Vocational education				0.097*** (0.040, 0.153)	0.134*** (0.061, 0.206)	0.177*** (0.098, 0.256)
Higher education				0.442*** (0.381, 0.504)	0.453*** (0.370, 0.536)	0.608*** (0.524, 0.692)
Experience	0.016*** (0.007, 0.024)	0.019*** (0.007, 0.031)	0.018*** (0.007, 0.028)	0.018*** (0.010, 0.027)	0.020*** (0.008, 0.033)	0.020*** (0.010, 0.031)
Experience squared	-0.0005*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0003)	-0.0005*** (-0.001, -0.0002)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0004)	-0.0005*** (-0.001, -0.0003)
Observations	4,844	2,182	2,662	4,832	2,172	2,660
R <sup>2</sup>	0.084	0.100	0.126	0.082	0.096	0.118
Adjusted R <sup>2</sup>	0.084	0.099	0.125	0.082	0.094	0.117
Residual Std. Error	0.715	0.674	0.679	0.715	0.674	0.682
F Statistic	148.108***	81.005***	127.729***	108.415***	57.530***	88.839***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A39: Results of Mincer Analysis, 2009**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.183*** (8.027, 8.339)	8.527*** (8.310, 8.744)	7.461*** (7.257, 7.666)	8.930*** (8.831, 9.030)	9.214*** (9.076, 9.351)	8.511*** (8.380, 8.642)
Education, years	0.075*** (0.067, 0.084)	0.070*** (0.058, 0.083)	0.106*** (0.095, 0.118)			
Vocational education				0.093*** (0.038, 0.148)	0.098*** (0.027, 0.169)	0.177*** (0.099, 0.254)
Higher education				0.422*** (0.363, 0.482)	0.404*** (0.323, 0.484)	0.597*** (0.516, 0.679)
Experience	0.019*** (0.011, 0.027)	0.018*** (0.006, 0.029)	0.026*** (0.016, 0.036)	0.022*** (0.014, 0.030)	0.020*** (0.009, 0.031)	0.029*** (0.019, 0.039)
Experience squared	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0004)
Observations	4,818	2,155	2,663	4,808	2,150	2,658
R <sup>2</sup>	0.080	0.092	0.128	0.078	0.089	0.118
Adjusted R <sup>2</sup>	0.080	0.090	0.127	0.077	0.088	0.117
Residual Std. Error	0.681	0.636	0.651	0.681	0.636	0.655
F Statistic	139.709***	72.368***	129.693***	101.856***	52.583***	88.717***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A40: Results Of Mincer Analysis, 2010**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.416*** (8.292, 8.540)	8.596*** (8.420, 8.771)	7.826*** (7.664, 7.988)	9.146*** (9.068, 9.224)	9.321*** (9.210, 9.432)	8.809*** (8.708, 8.910)
Education, years	0.070*** (0.063, 0.077)	0.072*** (0.062, 0.082)	0.094*** (0.085, 0.104)			
Vocational education				0.061*** (0.017, 0.104)	0.111*** (0.054, 0.169)	0.115*** (0.054, 0.176)
Higher education				0.383*** (0.336, 0.430)	0.414*** (0.349, 0.479)	0.514*** (0.450, 0.579)
Experience	0.012*** (0.006, 0.018)	0.017*** (0.008, 0.026)	0.015*** (0.007, 0.023)	0.014*** (0.007, 0.020)	0.018*** (0.009, 0.028)	0.016*** (0.008, 0.024)
Experience squared	-0.0004*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0004)	-0.0004*** (-0.001, -0.0002)	-0.0004*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0004)	-0.0004*** (-0.001, -0.0002)
Observations	7,360	3,339	4,021	7,341	3,325	4,016
R <sup>2</sup>	0.077	0.099	0.110	0.076	0.094	0.106
Adjusted R <sup>2</sup>	0.076	0.098	0.110	0.076	0.093	0.105
Residual Std. Error	0.674	0.651	0.632	0.673	0.652	0.634
F Statistic	204.097***	122.160***	165.996***	151.744***	85.825***	119.134***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A41: Results of Mincer Analysis, 2011**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.579*** (8.457, 8.702)	8.692*** (8.527, 8.857)	7.971*** (7.807, 8.135)	9.303*** (9.227, 9.379)	9.460*** (9.358, 9.562)	8.954*** (8.853, 9.056)
Education, years	0.066*** (0.059, 0.073)	0.074*** (0.064, 0.083)	0.090*** (0.080, 0.099)			
Vocational education				0.009 (-0.033, 0.051)	0.086*** (0.033, 0.139)	0.042 (-0.018, 0.102)
Higher education				0.326*** (0.280, 0.371)	0.399*** (0.339, 0.459)	0.438*** (0.374, 0.501)
Experience	0.014*** (0.008, 0.020)	0.020*** (0.011, 0.028)	0.017*** (0.010, 0.025)	0.016*** (0.009, 0.022)	0.021*** (0.012, 0.029)	0.019*** (0.011, 0.027)
Experience squared	-0.0005*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0004)	-0.0004*** (-0.001, -0.0003)	-0.0005*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0005)	-0.0005*** (-0.001, -0.0003)
Observations	7,197	3,287	3,910	7,181	3,274	3,907
R <sup>2</sup>	0.086	0.125	0.112	0.085	0.117	0.106
Adjusted R <sup>2</sup>	0.085	0.124	0.112	0.084	0.116	0.105
Residual Std. Error	0.652	0.599	0.623	0.653	0.600	0.625
F Statistic	225.034***	155.765***	164.526***	165.664***	108.723***	115.528***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01



**Table A42: Results of Mincer Analysis, 2012**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.788*** (8.667, 8.909)	8.914*** (8.753, 9.076)	8.159*** (7.999, 8.320)	9.456*** (9.380, 9.531)	9.616*** (9.515, 9.717)	9.104*** (9.004, 9.205)
Education, years	0.061*** (0.054, 0.067)	0.068*** (0.058, 0.077)	0.085*** (0.077, 0.094)			
Vocational education				-0.007 (-0.049, 0.035)	0.079*** (0.027, 0.131)	0.015 (-0.045, 0.076)
Higher education				0.298*** (0.252, 0.343)	0.373*** (0.315, 0.432)	0.412*** (0.349, 0.475)
Experience	0.017*** (0.011, 0.023)	0.026*** (0.018, 0.035)	0.019*** (0.011, 0.026)	0.018*** (0.012, 0.025)	0.026*** (0.018, 0.035)	0.020*** (0.012, 0.028)
Experience squared	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.001)	-0.0005*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.001)	-0.0005*** (-0.001, -0.0003)
Observations	7,461	3,385	4,076	7,442	3,371	4,071
R <sup>2</sup>	0.087	0.150	0.104	0.087	0.145	0.099
Adjusted R <sup>2</sup>	0.086	0.149	0.103	0.086	0.144	0.098
Residual Std. Error	0.668	0.602	0.643	0.668	0.603	0.644
F Statistic	236.314***	198.539***	157.757***	176.856***	143.027***	111.637***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A43: Results of Mincer Analysis, 2013**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.793*** (8.671, 8.916)	9.014*** (8.847, 9.182)	8.095*** (7.932, 8.259)	9.497*** (9.420, 9.574)	9.713*** (9.609, 9.817)	9.094*** (8.991, 9.196)
Education, years	0.065*** (0.058, 0.072)	0.067*** (0.057, 0.076)	0.094*** (0.085, 0.103)			
Vocational education				0.011 (-0.032, 0.054)	0.050* (-0.003, 0.103)	0.082** (0.020, 0.144)
Higher education				0.329*** (0.283, 0.375)	0.353*** (0.292, 0.414)	0.501*** (0.437, 0.566)
Experience	0.019*** (0.013, 0.025)	0.022*** (0.014, 0.031)	0.023*** (0.015, 0.031)	0.020*** (0.014, 0.027)	0.024*** (0.015, 0.033)	0.024*** (0.016, 0.032)
Experience squared	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.001)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.001)	-0.001*** (-0.001, -0.0004)
Observations	7,346	3,368	3,978	7,332	3,358	3,974
R <sup>2</sup>	0.092	0.136	0.122	0.093	0.133	0.121
Adjusted R <sup>2</sup>	0.092	0.135	0.121	0.092	0.131	0.120
Residual Std. Error	0.657	0.608	0.629	0.657	0.609	0.630
F Statistic	247.588***	176.036***	184.225***	187.572***	128.051***	136.169***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A44: Results of Mincer Analysis, 2014**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.816*** (8.684, 8.947)	8.969*** (8.783, 9.156)	8.170*** (7.999, 8.342)	9.571*** (9.488, 9.653)	9.729*** (9.613, 9.845)	9.225*** (9.117, 9.333)
Education, years	0.068*** (0.061, 0.076)	0.072*** (0.061, 0.082)	0.096*** (0.087, 0.106)			
Vocational education				0.008 (-0.038, 0.054)	0.058* (-0.002, 0.117)	0.068** (0.002, 0.134)
Higher education				0.335*** (0.286, 0.384)	0.378*** (0.311, 0.446)	0.487*** (0.419, 0.556)
Experience	0.021*** (0.015, 0.028)	0.026*** (0.017, 0.035)	0.024*** (0.016, 0.033)	0.022*** (0.016, 0.029)	0.027*** (0.018, 0.037)	0.024*** (0.016, 0.033)
Experience squared	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.001)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.001)	-0.001*** (-0.001, -0.0004)
Observations	6,161	2,803	3,358	6,150	2,793	3,357
R <sup>2</sup>	0.094	0.124	0.134	0.094	0.120	0.128
Adjusted R <sup>2</sup>	0.094	0.123	0.133	0.093	0.118	0.127
Residual Std. Error	0.641	0.615	0.600	0.641	0.616	0.602
F Statistic	212.827***	132.356***	172.860***	158.634***	94.659***	123.316***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A44: Results of Mincer Analysis, 2015**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	9.052*** (8.923, 9.181)	9.101*** (8.927, 9.276)	8.484*** (8.310, 8.657)	9.656*** (9.576, 9.737)	9.764*** (9.656, 9.873)	9.348*** (9.238, 9.457)
Education, years	0.057*** (0.050, 0.064)	0.067*** (0.057, 0.077)	0.080*** (0.070, 0.089)			
Vocational education				0.015 (-0.031, 0.062)	0.091*** (0.034, 0.147)	0.054 (-0.015, 0.124)
Higher education				0.294*** (0.245, 0.343)	0.381*** (0.318, 0.445)	0.411*** (0.340, 0.482)
Experience	0.018*** (0.011, 0.024)	0.024*** (0.016, 0.033)	0.019*** (0.011, 0.027)	0.019*** (0.013, 0.025)	0.026*** (0.018, 0.035)	0.019*** (0.011, 0.027)
Experience squared	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.001)	-0.0005*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.001)	-0.0005*** (-0.001, -0.0003)
Observations	6,236	2,845	3,391	6,227	2,839	3,388
R <sup>2</sup>	0.084	0.134	0.102	0.086	0.133	0.101
Adjusted R <sup>2</sup>	0.083	0.133	0.102	0.085	0.132	0.100
Residual Std. Error	0.627	0.574	0.604	0.626	0.574	0.604
F Statistic	189.378***	146.920***	128.754***	146.430***	108.622***	95.258***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A44: Results of Mincer Analysis, 2016**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	8.964*** (8.831, 9.097)	9.116*** (8.940, 9.291)	8.343*** (8.159, 8.526)	9.651*** (9.567, 9.735)	9.856*** (9.746, 9.966)	9.283*** (9.166, 9.400)
Education, years	0.061*** (0.054, 0.069)	0.069*** (0.059, 0.078)	0.085*** (0.075, 0.095)			
Vocational education				-0.007 (-0.055, 0.041)	0.038 (-0.020, 0.096)	0.036 (-0.037, 0.109)
Higher education				0.285*** (0.235, 0.336)	0.337*** (0.272, 0.401)	0.411*** (0.336, 0.486)
Experience	0.022*** (0.016, 0.029)	0.023*** (0.014, 0.031)	0.028*** (0.019, 0.036)	0.023*** (0.017, 0.030)	0.023*** (0.015, 0.032)	0.028*** (0.019, 0.037)
Experience squared	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0004)
Observations	6,313	2,912	3,401	6,302	2,904	3,398
R <sup>2</sup>	0.074	0.120	0.093	0.073	0.112	0.089
Adjusted R <sup>2</sup>	0.074	0.119	0.092	0.073	0.110	0.088
Residual Std. Error	0.646	0.581	0.639	0.647	0.583	0.641
F Statistic	168.277***	132.178***	116.214***	124.160***	91.100***	82.554***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A44: Results of Mincer Analysis, 2017**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	9.181*** (9.046, 9.316)	9.232*** (9.060, 9.404)	8.618*** (8.429, 8.808)	9.761*** (9.675, 9.848)	9.927*** (9.818, 10.037)	9.411*** (9.288, 9.534)
Education, years	0.053*** (0.046, 0.060)	0.066*** (0.056, 0.075)	0.074*** (0.064, 0.084)			
Vocational education				0.006 (-0.043, 0.056)	0.049* (-0.009, 0.106)	0.066* (-0.011, 0.143)
Higher education				0.263*** (0.210, 0.315)	0.344*** (0.280, 0.407)	0.386*** (0.308, 0.465)
Experience	0.018*** (0.011, 0.025)	0.021*** (0.012, 0.030)	0.021*** (0.012, 0.030)	0.019*** (0.012, 0.026)	0.022*** (0.013, 0.031)	0.021*** (0.012, 0.030)
Experience squared	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0004)	-0.0005*** (-0.001, -0.0003)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0004)	-0.0005*** (-0.001, -0.0003)
Observations	6,375	2,952	3,423	6,367	2,946	3,421
R <sup>2</sup>	0.064	0.117	0.074	0.065	0.113	0.073
Adjusted R <sup>2</sup>	0.064	0.116	0.073	0.065	0.111	0.071
Residual Std. Error	0.660	0.569	0.665	0.660	0.570	0.666
F Statistic	145.834***	129.593***	91.376***	111.451***	93.267***	66.832***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01

**Table A44: Results of Mincer Analysis, 2018**

	Total	Males	Females	Total	Males	Females
	(1)	(2)	(3)	(4)	(5)	(6)
Constant	9.185*** (9.053, 9.316)	9.347*** (9.167, 9.527)	8.609*** (8.434, 8.784)	9.777*** (9.692, 9.863)	9.997*** (9.881, 10.114)	9.425*** (9.310, 9.539)
Education, years	0.054*** (0.047, 0.062)	0.061*** (0.051, 0.070)	0.077*** (0.067, 0.086)			
Vocational education				0.029 (-0.019, 0.077)	0.040 (-0.020, 0.099)	0.097*** (0.027, 0.167)
Higher education				0.275*** (0.225, 0.325)	0.305*** (0.239, 0.371)	0.413*** (0.341, 0.484)
Experience	0.024*** (0.017, 0.030)	0.024*** (0.014, 0.033)	0.027*** (0.019, 0.036)	0.024*** (0.017, 0.030)	0.024*** (0.015, 0.033)	0.027*** (0.018, 0.035)
Experience squared	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0004)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0005)	-0.001*** (-0.001, -0.0004)
Observations	6,129	2,810	3,319	6,120	2,802	3,318
R <sup>2</sup>	0.072	0.110	0.093	0.070	0.105	0.087
Adjusted R <sup>2</sup>	0.071	0.109	0.092	0.070	0.104	0.086
Residual Std. Error	0.618	0.570	0.598	0.619	0.572	0.599
F Statistic	157.295***	115.600***	112.737***	115.383***	82.238***	78.824***

*Note:*

Figures in parentheses are the limits of the 95% confidence interval for the coefficient

\* p&lt;0.1; \*\* p&lt;0.05; \*\*\* p&lt;0.01