

Gender Wage Gap: Evidence from the Hellenic maritime sector 1995-2002

Stavros E. Arvanitis¹
Theodoros V. Stamatopoulos²
Eleftherios J. Thalassinos³

Abstract

The paper explores gender wage gap as well as educational level, work experience and age in the Hellenic maritime companies by utilizing the European Structure of Earnings Surveys of 1995 and 2002. The nonparametric statistical analysis used shows that even though the male-female wage distributions were not identical in 1995, so the discrimination was present, though, we did not find evidence of this gap in 2002. Hourly wage rate which proved to be independent of educational level, while, dependent on work experience and age, and for both latter characteristics, much more for females than for males, may explain the elimination of the gender pay gap at the end of the investigation period.

Keywords

Gender pay gap, Male-Female wages, age, educational level, work experience, Nonparametric Statistics.

JEL Classification: J3, J7, J4.

¹ Stavros E. Arvanitis, Technological Educational Institute (T.E.I.) Crete (www.teicrete.gr), Hellas (Greece), Email. starvan@her.forthnet.gr.

² Theodoros V. Stamatopoulos, T.E.I. Crete, Hellas (Greece), Email. stamth@sdo.teicrete.gr, and CEFI (http://www.univ-cefi.fr/rubrique.php3?id_rubrique=2), Mediterranean University, Aix-Marseille II, France.

³ Eleftherios J. Thalassinos, University of Piraeus, Hellas. Email. thalassi@unipi.gr.