

Gender gap in the ask salaries: evidence from larger administrative data^{*}

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Abstract

This study analyzes the gender ask salaries using large administrative data of public job referrals, which allows us to look at the ask salaries for those from a wider wage distribution. We conducted a decomposition analysis using available information on age, desired work region, and desired occupation. We found that of the three factors, the desired occupation was the most important in generating differences in the ask salaries, but the residuals were the largest outside of the three. A heterogeneity analysis was also conducted to understand the factors behind the residuals using only the available data.

JEL Codes: J16; J31; J64

Key words: Gender wage gap; gender ask gap; administrative data

^{*} This study was conducted based on data provided by Ministry of Health, Labour and Welfare. There are no conflicts of interest to declare. All errors are our own.

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