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**Council of Doctoral Studies  
Economic Cybernetics and Statistics**

**ECONOMETRIC ANALYSIS ON DISCRIMINATION BETWEEN  
GRUPS OF PEOPLE**

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## **KEY WORDS**

- **Econometric Analysis**
- **Discrimination**
- **Groups of people**
- **Wage decomposition**
- **Wage gap**
- **Blinder-Oaxaca decomposition**
- **Gini Index**

## SUMMARY

The aim of this thesis is to analyse the evolution of gender wage discrimination in Romania. It is important to note that this study analyses only the wages from employee salary earnings, not household incomes or global inequalities, the latter being directly affected by changes in the number of unemployed. The Oaxaca-Blinder and the extended Gini index decomposition methods were used to investigate whether there is wage discrimination.

The present thesis has the following goals:

- to present and identify vulnerable groups and increase knowledge on equality and social inclusion
- to compare the main indicators of social exclusion and gender discrimination in Romania and Europe
- to investigate the gender wage gap trends and the level of remuneration for women and men
- to analyse the gender gap and parental effects on wages
- to study the evolution of gender wage discrimination after Romania joined the European Union

Through its objectives, the current research presents an analysis of the wage gap between women and men by assessing the evolution over time and the implications of parenthood, age or sector of activity on the persistence of these differences in Romania. The performed research is of interest to all policy makers, to complement the existing legal framework in the field under consideration and to allocate the resources needed to improve the economic situation recorded in Romania among different groups of people. The study is useful to researchers in the field, as it presents trends in wage differentials between women and men in Romania and provides an up-to-date perspective bringing to the fore the main analytical instruments used at international level.

The paper is structured in VI chapters:

- In Chapter 1, I presented an overview of the purpose and the scope of the doctoral thesis and a brief description of this research.
- Chapter 2 brings to the fore the main current features, closely related to the priorities of the European Union, on the phenomena of inequality and discrimination. The main objectives and reference documents are identified to investigate the persistence of social inequalities between groups of people in Romania. The subject of the thesis is placed in the present theoretical research field of gender wage discrimination.
- In Chapter 3, starting from the analysis of the key differences between women and men, I investigate the conditions of women's involvement in the labour market in Romania. Throughout this analysis, economic indicators such as unemployment, labour participation and employment, vulnerability, segregation and remuneration between men and women are studied and the recorded trends are revealed. The main conclusions of the chapter highlight inequalities that persist due to the fact that progress is unequally distributed in society.
- Chapter 4 investigates the wage gaps between the female and male population. From the methodology point of view, Mincer's equations are used to measure the contribution of wage differences to global inequality and Neumark's variation of the traditional decomposition of Blinder-Oaxaca method to highlight gender wage gaps. The study focuses on gender aspects related to female population discrimination on the labour market in Romania and uses micro-data from Eurofound's "European Working Conditions Survey" in 2015. The results show that the introduction of categorical variables on occupations improves model prediction. In the second part of the chapter the wage gap from the perspective of maternity is analysed. Firstly, in the database only women are kept, and it is analysed the wage gap comparing mothers with women without children. Further the differences between fathers and men without children are analysed. Finally, I the wage differences between women and men without children are presented.

- Chapter 5 is an analytical research using three different waves of the "Family Budget Survey" for 2006, 2010 and 2016, and approaches issues related to wage evolution in Romania. From a methodological point of view, the Gini coefficient is estimated and decomposed based on the income from salaries available for the analysed period. Blinder-Oaxaca decomposition is used to examine the evolution of the average wage gap between men and women. Considering the obtained results of Blinder-Oaxaca decomposition, differences have varied over the three analyzed years, but remain positive.
- The last chapter is dedicated to the final conclusions and to the results obtained during the doctoral program.