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Wage and industrial productivity: Is there evidence of a dual behavior?
Melchor Fernández y Víctor Montuenga
*Cuadernos Económicos de I.C.E.* nº 63 1997
Abstract
The purpose of this paper is to provide new estimates for the wage-productivity relationship for the Spanish industrial sectors. In contrast to the commonly used panel data technique the proposed methodology allows to estimate different parameters across sectors. We find evidence of a dual behavior in the wage setting process depending on the degree of relationship between wage and productivity. This sort of behavior could explain the abnormally high unemployment in the Spanish economy.
Spanish

Who are the insiders? Wage setting in Spanish manufacturing firms
Juan J. Dolado, Samuel Bentolila
*Working Paper* nº 9229
Banco de España- Servicio de Estudios, 1992
Abstract
This paper analyses the wage formation process in Spain, taking into account the effect of the institutional change caused by the creation of low-firing-cost, fixed-term labour contracts. An insider-outsider model which assumes that the interests of workers under these contracts are disregarded in wage bargains is set up and tested. The estimation of a wage equation for a sample of large Spanish manufacturing firms yields an estimate of the insider weight and confirms that an increase in the proportion of fixed-term employees increases insiders’ wages.
English

Macroeconomic implications of collective bargaining: the Spanish case
Juan F. Jimeno
*Moneda y Crédito* 1993
Abstract
We analyse the macroeconomic implications of the degree of centralization wage bargaining, reviewing the theoretical reasons for such implications and describing the Spanish experience during the 1984-91 period. From the theoretical part of this paper, we conclude that, when there is monopolistic competition in both the labour and the goods markets, centralization of wage bargaining is desirable since it leads to lower equilibrium unemployment and inflation rates and to smoother fluctuations of the actual unemployment and inflation rates around their respective equilibrium rates. Regarding the supposedly negative effects of centralization on microeconomic efficiency, we argue that centralization and wage structure are not necessarily linked and that higher wage dispersion does not always imply a higher employment level. The Spanish experience, where wage bargaining is mostly decentralised and there has been an increase in such decentralization since 1987, confirms that centralization helps wage moderation and that the wage structure do not always change substantially after the move towards decentralization.
Spanish
The effects of fixed-term employment on wages: Theory and evidence from Spain
Juan J. Jimeno, Luis Toharia
*Investigaciones Económicas* Vol. XVII (3)- September 1993

**Abstract**
In his paper we analyze the effect of fixed-term employment on wages, when both permanent employees, who are entitled to severance payments in case of dismissal, and fixed-term workers, who do not enjoy as much job security as permanent workers, are hired. We identify two channels through which these effects arise. First, since collective bargaining wage rates and permanent workers have more bargaining power than fixed-term employees, the use of fixed-term employment contracts may produce higher bargained wages. Second, there may be wage discrimination against fixed-term workers, so that, in effect, they receive lower earnings. We present empirical evidence for the Spanish case. It shows that wage rates increases are higher in those sectors with higher proportions of fixed-term employees and that fixed-term employees earn lower wages than permanent employees (after controlling for observable personal and job characteristics).

English

Wage differentials between permanent and temporal workers: Further evidence
Sara de la Rica, Florentino Felgueroso

**Abstract**
The main objective of this paper is to estimate wage differentials between permanent and temporal workers for different qualification levels and decompose such differentials to see which factors contribute more to explain them. The data we use is the *Spanish Structure of Earnings Statistics* that was done to firms in October 1995, and contains very detailed information on wages and indicate that a) the wage gap between permanent and temporal workers increases with qualification and it is smaller for females than for males, b) when decomposing average wage differentials for each qualification level, we observe that the vast majority of such differential is explained by differences in characteristics, and in particular by differences in tenure and occupation. With respect to differences in returns, our results indicate that the returns to tenure are higher for temporal workers relative to permanent workers for both males and females and for every qualification level. Returns to occupation are higher for permanent than for temporal workers, and the difference is particularly high for females.

English

Wage differentials and non-competitive behavior in the Spanish industry labour market
Melchor Fernández, Víctor Manuel Montuenga, Andrés E. Romeu
Documentos de Trabalho Analise Economica, nº9 IDEGA.
2000

**Abstract**
Wage dispersion across the Spanish industrial sectors has been continuously increasing during the last years. In this work we attempt to explain this fact by studying the wage setting process prevailing in the Spanish industry. Starting from a wage equation which
includes sector-specific variables related to non-competitive theories of the labour market we identify special features different from the competitive behaviour, suggest its possible origin and assess the effects over unemployment level.

Spanish

Wage differentials in Spain: an industrial-regional analysis
Ricardo Aláez, Juan Carlos Longás, Miren Uribarri
Working Paper, Universidad de Navarra, March 2000
Abstract
The aim of this paper is to assess the regional and sectorial nature of wage differentials and to determine the reasons that explain male workers wage gaps which are due to those regional-industrial factors. The methodology chosen here builds wage equations with fixed effects to get to the factors mentioned above. The results describe a wage determination system that presents a strong duality, where regions/sectors with higher productivity associate wages to real cost of living, while regions/sectors with less productivity experiment a limited growth of wages, limit precisely given by their productivity level. The data are taken from the Structure of Earnings Statistics (SES).

Spanish

An interpretation of wage differentials between sectors
Javier Andrés, Jaume García
Abstract
In this paper we analyse to what extent characteristics of the firms which do not enter worker’s utility affect wages in Spain. We do this by estimating individual wage equations using data from the Encuesta de Condiciones de Vida y Trabajo. Sectorial dummies remain significant after controlling for human capital effects, showing that labour markets are not fully competitive. We also find evidence of wage premia contributing to reduce the probability of voluntary quitting and to increase tenure, bringing evidence in favour of the efficiency wage hypothesis.

Spanish

Wages in Spain
Santiago Pérez, Álvaro Hidalgo
Colección Economía Española, Vol XII, Fundación Argentaria 2000
The main objective of this publication is to offer a general and deep description of wage structure in Spain, of wage differentials and the possible causes that determine both. In order to do so, the data are taken from one of the most complete sources in this matter: The Earnings Structure Statistics carried out in 1995 by the Spanish National Statistics Institute. The text presents an overview of the Spanish labour market, studying with detail the wage determinants and structure, the methodology and data treatment, the sample in itself, the earnings composition, the supply and demand factors with influence in all the mentioned labour market features and a wide range of econometrics applied to this field.

Spanish
**The role of productivity in wage setting: differences across the Spanish regions**
Roberto Bande, Melchor Fernández, Víctor M. Montuenga
40th ERSA Congress 2000

Abstract
The aim of this paper is to provide new estimates for the wage-productivity relationship among the Spanish manufacturing industries. We start describing some indicators about wage dispersion in the manufacturing industries across Spanish regions. Then we estimate a wage-setting specification in order to identify the wage-productivity relationship. Our results show substantial inter-industry differences in the Spanish regions that may be explained by the national wage bargaining mechanism.

**Interterritorial wage differentials and collective bargaining in Spain**
Joaquín Lorences, Victor Fernández, César Rodríguez
*Investigaciones Económicas* Vol XIX (2) May 1995

Abstract
In this paper we construct a new data set containing information about pecuniary and non pecuniary work conditions from the collective bargaining agreements in Spain, and then we analyse the wage differentials among provinces. According to these data, there are wage differentials that are not compensating non-pecuniary advantages. It seems that the current system of collective bargaining introduces factors that limit geographical labour mobility, and makes difficult the equalization of net advantages among jobs.

**Interprovincial wage differences in Spain. A microdata analysis.**
Esteban Sanromá, Raúl Ramos

Abstract
Interregional wage differences in the Spanish economy are of considerable magnitude. More precisely the average wage in Madrid is 69% higher than in Murcia and the figure for Catalonia is 47% higher. The main objective of this paper is to explain these differences. In order to do so, we estimate enlarged Mincer equations and study the quantitative importance of the territorial effect on wages. Then we attempt to explain these effects as compensatory differences or as a result of existent disequilibrium in the provincial labour markets. The evidence obtained allows us to determine the magnitude of the territorial effect. Once the influence of the individual and job characteristics are controlled for, there still remain positive differences slightly greater than 24% between the provinces of Barcelona and Seville and about 13% between Madrid and Seville. These wage differences are compensating to some extent for differences in the levels of prices, but they do not correspond to the unequal attraction of the Spanish provinces. The differences are explained, finally, by the unequal level of prices and by the irregular distribution of unemployment between provinces, which is shown to have a negative effect on wages close to the magnitude estimated by Blanchflower and Oswald (1994).
Bargained wages in collective provincial agreements and earned wages
Joaquín Lorences, Florentino Felgueroso
*Working Paper 074/94, Universidad de Oviedo 1994*

Abstract
We try to measure in what extent the wages which result from the agreements of collective bargaining by provinces become effective earned wages of workers. For this purpose there is an original data base about bargained wages. Moreover, we have taken a subsample from the Encuesta de Estructura, Biografía y Conciencia de Clase survey and then we have compared, by means of an index constructed here, those wages with the earned ones. We conclude that collective bargaining is strongly relevant for the determination of unskilled workers wages, but there is evidence of further agreements in the case of workers with higher level of qualification.

Spanish

Industrywide collective bargaining, wage gains and black market in Spain
Florentino Felgueroso
*Working paper nº 106/96, Universidad de Oviedo, 1996*

Abstract
This paper provides an empirical evaluation of the effects of the Spanish industrywide collective bargaining on wages. For this purpose, agreed wages have been computed for individuals from a subsample of a Spanish labour force survey and have been compared with their reported wages. A relevant conclusion emerges from this work: sectoral agreements constitute a small interval of minimum wages binding for semi-skilled and unskilled workers. Mayer and Wise approach is used for estimating union wage gains due to industrywide bargainings and for testing the presence of “the sword of justice effect” in Spain.

English

The effects of minimum bargained wages on earnings: Evidence from Spain
Juan J. Dolado, Florentino Felgueroso, Juan F. Jimeno
*European Economic Review 41, 1997*

Abstract
This paper provides an empirical evaluation of the effects of Spanish sectoral collective bargaining on wages. For this purpose, we use a sample of workers from whom bargained wage rates and earnings are available. Using a variant of the Meyer and Wise approach, we are able to estimate wage gains due to minimum bargained wages and their employment effects. The most relevant conclusion is that there is evidence of a “sword of justice” effect by unions, but this is limited by non compliance among unskilled workers and the non-binding nature of bargained wages for skilled workers.

English
The role of the minimum wage in the welfare state: an appraisal
Juan J. Dolado, Florentino Felgueroso, Juan F. Jimeno
Working Paper 2000-12 FEDEA
April 2000
Abstract
In order to offer a balanced assessment of the role of minimum wages in the welfare state, seven basic questions need to be answered: 1) Why is the minimum wage a useful redistributive tool?; 2) How binding are minimum wage floors in different countries?; 3) To what extent do minimum wages have the adverse consequences that standard analysis predict?; 4) Are there strong theoretical grounds underlying the revisionist results?; 5) Who supports minimum wages?; 6) Under which conditions is the minimum wage a better tool than other policy instruments to achieve income redistribution?; and finally, 7) What is the overall cross-country time-series evidence regarding the employment effect of the minima? The aim of this paper is to provide an appraisal on the available evidence for each of the above-mentioned issues.

Earnings discrimination, minimum wages and collective bargaining
Consuelo Abellán, María José Pérez-Villadóniga
Abstract
In this paper we try to get to the effect of unions in earnings discrimination of female workers. In contrast with traditional models that suppose perfect competition in labour markets and discriminating firms, we evolve an alternative model in which wage differentials emerge because of the lower elasticity of females labour supply compared to male’s. We also analyse the effect on female wages and employment of a minimum wage bargained at the industrial level. Data are taken from the Structure of Earnings Statistics.

Empirical analysis on wage discrimination of female workers in Spain
Pedro Jesús Hernández Martínez
Investigaciones Económicas Vol XIX (2), May 1995
Abstract
This paper shows how part of the average male-female gap is attributable to labour discrimination. For that purpose, wage equations for men and women are estimated correcting the sample selection bias and using Oaxaca’s wage decomposition extended with Neumark’s estimator. In addition, a measurement of the level of discrimination within a subgroup of the population (graduates of less than 45 years of age) where the self-selection bias problem is minimised is also presented.
Are differences in human capital determinants of wage differentials between men and women?
Sara de la Rica, Arantza Ugidos
Investigaciones Económicas Vol. XIX (3)- September 1995
Abstract
The aim of this paper is to estimate what factors contribute to explain the gender wage gap in Spain, focusing on differences in human capital. We apply a variant of the Oaxaca’s Decomposition Method in which sample selectivity problem is taken into account. Using data from the 1991 “Encuesta de Estructura, Conciencia y Biografía de Clase” we find that differences in human capital are not a key determinant of the gender wage differentials, while the existence of self-selection of women into the sample is a very important explanatory factor.

Earnings discrimination of female workers in the Spanish labour market
José Manuel Rodríguez, Joaquín Vera, Gloria Moreno
Estudios sobre el funcionamiento del mercado de trabajo español, FEDEA 1995
Compilation by Juan J. Dolado, Juan F. Jimeno
Abstract
In this work we try to quantify the possible gender discrimination in earnings using the “Encuesta de Presupuestos Familiares” statistics for the 1990-91 period. We estimate wage equations to compute the productivity differences influence in the wage differential between male and female workers. Then we get to a discrimination index, and we study which factors contribute to that discrimination, finding that the higher is the level of education, the lower is gender discrimination; that differentials between men and women are smaller in the public sector. We also find that discrimination has much to see with household decisions and composition, so that married men earn more than single ones, and single women earn more than married female workers. When comparing single individuals, there is evidence of gender discrimination of women, which becomes smaller as we analyse higher education levels.

A microeconomic analysis of gender wage differentials
María Amalia Peinado
Información Comercial Española, February 1990
Abstract
This paper analyses the differences in wages that emerge from gender. For this purpose we evolve a regression model, using as wage determinants the productivity variables considered by human capital theory. Results obtained through an empirical sample which is the data base we work with show that there is evidence of a wage gap “justified” by productivity differences and another gap “not justified”, result of gender, which reflects some kind of discrimination.
Earnings differences between men and women in Spain: Is there discrimination or the result of voluntary decisions?
José L. Calvo

Abstract
This work analyses the differences in earnings between men and women in Spain. In order to do so we contrast the two traditional theories which explain such differences: the theory of discrimination and the human capital one. We test both theories using earnings functions with data taken from the Encuesta de Presupuestos Familiares survey carried out in 1980-81. The results seem to show that human capital theory is the one which better explains the lower earnings of female workers in Spain. However, these results must be read with caution because of the problems referred to data.

Spanish

Gender wage differentials and sample selection: evidence from Spain
Arantza Ugidos
*Working Paper* nº 94.01, Universidad del País Vasco, 1994

Abstract
This paper estimates the gender wage discrimination using Spanish data. The paper is different from other studies in three aspects: (i) selection bias caused by the labor force participation decision is controlled for, (ii) the sampling structure that only working women and their partners are included in the survey is considered, and (iii) the standard error of the estimated discrimination is calculated. It estimates jointly women’s and men’s wage equations using a truncated regression model. The results show that the discrimination coefficient estimated by ML is 0.181 and is significantly different from zero at 5% level of significance. This is 16% higher than the one estimated by OLS. The main variables which account for the gender wage gap are tenure and the highest level of education.

English

Occupational segregation of women and wage discrimination
Pedro J. Hernández
*Revista de Economía Aplicada*, nº 11 (vol.IV) 1996

Abstract
This work quantifies the percentage of wage discrimination attributable to the occupational segregation of women. A multiple choice occupational model is estimated. It is shown that women have a higher probability of being in the group made up of unskilled workers and other administrative personal and employees. It is found that wage discrimination is due mainly to intra-occupational wage differentials, although inter-occupational wage differentials are becoming increasingly important.

Spanish
The incidence of household characteristics on labour decisions: the case of Spain
Inmaculada Cebrián, Gloria Moreno
Labour, Review Of Labour Economics And Industrial Relations, Vol. 9, Nº 2, Summer 1995
Abstract
This work presents an approach to the analysis of the incidence of family relationships on individuals’ labor decisions as well as on their position in the labour market. We follow two different analyses. Firstly, we attempt to identify the type of households which are the most characteristic in our society to select the main categories of those where most people live, in order to study the decisions about participation in labour markets as well as the incidence of unemployment upon them. The second analysis tries to implement a model to allow us to study the implications of living in a partnership and the probability of both members of a couple having the same labour market status. There are at least two relevant results. The first shows the important concentration of unemployment in households of a couple with adult children and is clearly related to youth and female unemployment and the necessity of political intervention to correct them. The second points out the dependence between the labour status of the couple, mainly when they have a low level of education. Nevertheless, the woman is usually inactive, although this situation tends to change the younger she is, in which case the highest probability is that both members of the couple are employed.

Women’s labour force participation and part time work in Spain
Nieves Lázaro, María-Luisa Moltó, Rosario Sánchez
Abstract
Spain is one of the southern countries where the percentage of women working part-time is relatively low in comparison to other European countries, together with a low female activity rate. Some important obstacles to increasing female activity rates have already been removed, as younger cohorts of women show a more permanent attachment to the labour force than older women, meeting even high unemployment, which is specially acute for women and young people. Under the recent labour market reform, it is hoped that part-time contracts, which were first regulated in 1984, would be a way of facilitating flexibility and an incentive for employers to create jobs, as the experience of other countries has shown. The relative novelty of part-time work in Spain is the reason why this typically female employment regime has not been explored in Spain yet, in spite of its importance in the reorganisation of the employment system.

Unemployment determinants for women in Spain
Nieves Lázaro, María-Luisa Moltó, Rosario Sánchez
Abstract
Spain has one of the highest rates of unemployment among OECD countries. Some explanations for this stress the importance of unemployment duration compared with entry rates to the unemployment pool. Long-term unemployment rates are particularly
high among women in Spain. The object of this paper is to investigate the determinants of unemployment duration among women. It will consider personal characteristics (education and age), family background, socio-economic variables (the number of household earners and household income) and the effect of unemployment benefits, using data from the Household Expenditure Survey 1990-91.

English

**Wage dispersion and technology changes in Spanish industries**  
V. Xavier Torres  
Tesina CEMFI No.0001  
Centro de Estudios Monetarios y Financieros  
February 2000  
Abstract  
In this paper we analyse the evolution of employment and wages in Spain, classifying workers in qualification levels. Following a similar methodology to that used in literature about biased technological change, we conclude that the complementary relationship between capital and skilled work is relevant to explain the growing wage premium paid to skilled workers in the 1980-1992 period.  
Spanish

**Spanish pay setting institutions and performance outcomes**  
Simon Milner, David Metcalf  
*Working Paper nº 9420*  
Banco de España- Servicio de Estudios, 1994  
Abstract  
Links between Spanish industrial relations institutions and performance outcomes are examined. Part 1 considers changes in various institutions since the end of the Franco period: the structure of collective bargaining; trade union organisation; the activities and structure of management; the scope of bargaining; and the extent of informal bargaining: It goes on to see how such changes have affected macroeconomic performance. Part II examines the flexibility of the industrial wage structure. It considers how the relative job performance by sector is influenced by the flexibility in the pay structure and by minimum wage legislation.  
English

**Labor market policies and unemployment dynamics in Spain**  
Jeffrey Franks  
*Working Paper nº 9708*  
Banco de España- Servicio de Estudios, 1997  
Abstract  
This paper explores the role of adjustment lags and labor market policies in the generation and perpetuation of high unemployment in Spain. A simple three equation model of the labor market (a labor force equation, an employment equation, and wage setting equation) is estimated using error correction techniques, allowing for lagged terms so as to capture dynamic adjustment effects. The results suggest that the Spanish labor market adjusts very slowly –it takes at least 6-8 years for unemployment to adjust to 90 percent of its new equilibrium level after an exogenous shock. The introduction of
several policy related variables into the model demonstrated a number of statistically significant effects of labor market policies on unemployment: 1) higher social contributions and rising severance pay settlements significantly reduce employment; 2) increases in minimum wages and employment benefits push up real wages, while increased use of temporary contracts reduce them; 3) unemployment benefits also contribute to unemployment by encouraging higher labor force participation, while increased disability benefits reduce it; and 4) labor conflictiveness (strikes) and greater collective bargaining reduce employment.

A comparative study of the Portuguese and Spanish labour markets
Olympia Bover, Pilar García, Pedro Portugal

Abstract
Spain faces the highest unemployment rate among the European Union countries and Portugal one of the lowest. However, superficially, these two countries share common labour market features: they both have the most stringent job security rules in the OECD, the architecture of their bargaining systems appears identical, and the generosity of their unemployment insurance systems seems, after 1989, roughly comparable. In this paper we address this puzzle by providing a systematic comparison of the Portuguese and Spanish labour markets. We find that, at a closer look, there are differences in unemployment benefits (non-existent in Portugal until 1985, and less generous nowadays, with the replacement ratio as a percentage of a much lower wage level in Portugal), differences in wage flexibility (minimum wages by category established by collective agreements are set at a lower relative level in Portugal, giving employers more room for manoeuvre than in Spain) and, in practice higher firing costs in Spain. We conclude that a key factor in explaining the difference in Portuguese and Spanish unemployment rates since the late seventies is the wage adjustment process. In turn, the wage adjustment in the two countries may have been influenced by the unemployment benefit system and, to a lesser extent, by the degree of job protection.

Integration and inequality: Lessons from the accessions of Portugal and Spain to the EU
Juan F. Jimeno, Olga Cantó, Ana Rute Cardoso, Mario Izquierdo, Carlos Farinha Rodrigues

Abstract
The changes in the income and wage distributions caused by integration may vary across regions of the acceding country. This paper analyses these changes in both Iberian countries. This jointly consideration provides a good natural experiment on that distributive consequences given the fact that there were more than a temporal coincidence of the accession in the two countries, with important similarities. Inequality trends have been different in the two countries in the last two decades. During the first half of the nineties, household income inequality has risen in Portugal, while it has...
remained more or less constant in Spain. During the eighties household income inequality decreased both in Portugal and Spain in spite of increasing labor income and wage inequality. In this regard, it is important to notice the effects of several labor market reforms, specially the liberalization of fixed-term employment contracts in Spain, which have had very relevant consequences for wage inequality as it created a dual labor market. Within each country, regional differences in labor productivity have also been falling, specially since the mid-1980s. Here we lay out the available micro and macroeconomic evidence on the causes of changing inequalities in the Iberian countries. Among other relevant sources, it can be outlined that very reliable and detailed information on wage structure has been provided by the Spanish Earnings Structure Statistics carried out in 1995 and the Portuguese QP (Quadros de Personal), the latter gathered annually by the Ministry of Employment and Solidarity.

Changes in Spanish labor income structure during the 1980’s: a quantile regression approach
Alberto Abadie
Investigaciones Económicas, Vol XXI(2), 1997
Abstract
The objective of this study is to show how labor income structure changed in Spain during the 1980’s. For this purpose quantile regression techniques are applied. The advantage of using quantile regressions resides in the possibility of a more accurate description of the conditional distribution of labor income. This allows us to analyse the changes in both tails of the distribution rather than just in the mean. The results show a decrease both in returns to schooling and in within groups dispersion.

Actual versus virtual employment in Europe. Is Spain different?
Ramón Marimón, Fabrizio Zilibotti
European Economic Review 42, 1998
Abstract
We study the evolution of sectoral employment and labour cost in eleven European countries in the last two decades. Our statistical approach consists in decomposing for country, industry and temporal effects. Virtual economies are constructed by filtering country effects. We find that sectoral effects account for more than 80% of the long long differentials across countries and industries in employment growth, whereas country specific effects are more important in the analysis of labor cost dynamics. The initial distribution of labor across sectors plays a crucial role in explaining cross-country differences on employment. We pay special attention to Spain, the country that has experienced a higher persistent unemployment rate, and show that this can be the effect of a severe problem of sectoral reallocation, originating from the very high weight of the agricultural employment in 1975. Our study of the virtual economies also provides new evidence about the relative performance of some industries and/or countries.
Demand and supply factors in the determination of wage differentials in the EU
Iñaki Iriondo Mujika

Abstract
The main objective of this paper is to determine which are the most relevant factors with influence in the wage differentials in EU countries. More specifically the paper focus on education driven-by differentials, contrasting whether these differentials result partially from differentials in relative labour supply. The gap between wages of more and less skilled workers is smaller in the northern countries of EU, those with a centralised collective bargaining system. This can be due to a smaller gap between the number of more and less skilled workers. Moreover, there is evidence to think that countries with higher proportion of university labour force present smaller wage differentials. With respect to demand factors, the behavior of countries does not follow that predicted by Heckscher-Ohlin model, i.e., there is not an specialisation pattern in occupations, but these are filled by individuals with different qualifications depending on the country’s labour force composition. Nevertheless, there is an assimetric substitution in occupations and qualifications, because workers can be matched to jobs with education requirements below their achieved level, and this does not happen inversely. Data are taken from the Structure of Earnings Statistics and the Labour Force Survey.

Spanish