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SUBJECTIVE AND OBJECTIVE JOB INSECURITY IN EUROPE

MEASUREMENT AND IMPLICATIONS

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1. INTRODUCTION

According to the German sociologist Ulrich Beck we live in a society of risk where "endemic insecurity will in future characterise the lives and the foundations of the lives, of the majority of the population - even in the apparently affluent centre of society"¹. Although insecurity can be present in all realms of human life from personal relation to health, one of the major areas of worry in this respect is the realm of employment. Both in Europe and the USA income from work makes up to 70 % of average family income, thus job insecurity has an impact on life insecurity as a whole. In this context, these papers intends to study the dimensions on job insecurity in Europe from a double perspective: the objective perspective derived from the data on fix term versus open ended employment contract, and subjective data derived from opinion surveys. The subjective perspective has been developed in a second paper. The paper is organized as follows: in the next section we will discuss why job security is important. Then we will review the different ways of measuring job security. With this background, section 4, using the Woliweb data set, will analyse whether the differences observed in subjective job insecurity within and among countries can be explained in terms of individual characteristics of workers, if those individual characteristics play a similar role in every country and if country specific variables are also important. Section five will study in more detail the implication of job insecurity in terms of wages and possible changes in lifestyles. Last, section six will summarized the main conclusion arrived in the paper.

¹ Ulrich Beck (1999) "Goodbye to All That Wage Slavery", *New Statesman*, 5/3/1999.
<http://www.newstatesman.com/199903050020>

2. WHY IS JOB SECURITY IMPORTANT?

According to the 1997 edition of the International Social Survey Program, when workers are asked about what makes a good job, they mention a vector of attributes (table 2.1) including from job security to flexible working hours. In this respect, and contrary to the mainstream analysis of the labour market, where jobs seem to have only one dimension: their wage, or at most two, wage and working time, according to the survey high wages is only one of the items mentioned, and in fact, one of the least important. Job security comes in first place, followed by the type of work performed: whether is interesting, helpful and allows you to work independently. It is only after these, and at a considerable distance, that wages, and opportunities for advancement and flexible working hours are considered important.

Table 2.1 What makes a good job?

item	workers saying "very important"
Job security	55.3%
Interesting job	49.9 %
Allows to work independently	32.3 %
Allows to help other people	27.0 %
Useful to society	22.3 %
High income	20,5 %
Good opportunities for advancement	18.7 %
Flexible working hours	17.2 %

Note: 13,727 workers interviewed from 19 OECD countries

Source: Clark A. E. (1998) Measures of Job Satisfaction. What Makes a Good Job? Evidence from OECD Countries. Labour Market Policy Occasional paper No. 34. OECD. Paris.

Similar results can be found in other surveys, as the 2001 Eurobarometer, reproduced in table 2.2. As we can see, job security is not only on average the most important attribute of a good job for the European workers, furthermore, most countries are consistent in pointing at this attribute as the most important, with the sole exception of Denmark, Sweden and the Netherlands, where job security is surpassed by friendly working environment².

² National surveys, as the Spanish Barometer of May 2005, produced by the Centre for Sociological Research, confirm this patten. In this survey, to the question of: "which of the following aspect of a job do you value more? 74 % answered job security, followed by high wage (50 %).

For you personally, how important do you think each of the following is in choosing a job? Proportion saying it is very important

	EU15	Belgium	Denmark	Greece	Italy	Spain	France	Ireland	Luxembourg	The Netherlands	Portugal	Finland	Sweden	Austria	Germany	UK	Coef. Of variation
A secure job	58,5	64,0	42,4	73,5	57,4	65,4	59,0	47,5	63,2	38,5	46,1	60,3	51,4	65,0	63,1	54,2	0,173
Friendly people to work with	48,7	50,3	64,2	68,3	37,5	47,1	50,8	47,4	58,3	51,1	30,2	47,9	65,0	51,1	50,7	50,0	0,193
A job that gives you the opportunity to use your abilities	44,2	35,8	55,5	65,9	46,4	40,9	53,1	43,2	47,3	36,2	26,5	48,4	52,8	51,3	39,1	42,7	0,210
A job that enables you to use your own initiative	38,7	32,5	54,7	59,9	30,5	41,1	42,8	43,2	43,3	26,5	26,1	40,8	50,1	44,2	38,0	40,0	0,233
Convenient hours of work	33,4	31,7	24,1	56,2	30,2	41,1	46,5	36,1	35,7	21,7	18,7	31,5	21,0	35,2	23,9	38,2	0,314
A high income	32,9	37,1	17,4	76,7	35,6	47,7	36,0	40,0	30,0	11,7	44,0	18,4	15,4	35,3	27,1	28,0	0,482
A job that allows you to work independently	31,5	28,4	53,1	51,7	30,2	28,8	29,3	33,1	39,3	24,2	22,8	33,9	40,4	50,1	35,1	25,6	0,283
Good Training Provision	30,5	24,0	26,9	49,1	29,1	34,2	31,1	37,1	34,9	18,2	25,8	16,3	26,0	43,5	25,6	39,8	0,295
A job with flexible working hours	27,8	22,9	27,8	47,1	29,5	36,3	28,6	32,7	38,2	24,7	18,5	25,0	23,2	37,9	21,8	29,1	0,260
A job that gives promotion opportunities	27,1	24,4	11,8	57,8	24,5	37,6	33,8	33,4	30,0	13,0	24,9	7,0	11,7	31,8	22,5	28,0	0,487
A job with a lot of variety	23,6	23,4	43,3	32,5	18,2	20,2	26,4	28,1	34,4	27,5	12,6	27,7	33,6	43,5	21,0	24,3	0,311
A job with an easy workload	13,3	13,7	8,5	34,0	12,5	31,1	15,2	22,4	5,8	3,6	10,3	3,2	8,3	12,4	6,5	13,1	0,690
A job that allows you to work all/a lot of time at home	10,4	13,1	7,1	21,9	8,8	15,2	11,2	23,0	16,3	8,6	10,9	3,8	2,4	14,9	7,2	11,9	0,501
A job that leaves a lot of leisure time	20,0	18,8	19,7	51,1	25,4	30,0	23,6	26,3	29,7	22,9	15,7	3,2	8,3	12,4	6,5	13,1	0,581

Note: Overall size 15,943, in work: 7,715

Source: Authors analysis from Eurobarometer 56.1 (2001)

Thus the data is clear about the importance conferred by workers to job stability *per se*. However, in these two data sets, it is not possible to know what the respondents consider to be job security. Whether they consider a job secure when having a permanent contract (objective job insecurity) or if there are many other variables playing a role in workers' feeling secure or insecure in their work place (subjective job insecurity). There is a need for an approach to the relationship, interaction, measurement and consequences of objective and subjective job insecurity.

Indeed job insecurity can indirectly have other effects on workers wellbeing. It can be argued that having temporal contracts (one possible way of measuring objective job insecurity, see next section) has a negative impact on wages and training, and a positive impact on the probability of having accidents at work. Last, job insecurity can have implications in terms of life styles. In the next section we will review the existing evidence on these items using woliweb data and other sources of information, but before we will discuss the different ways of measuring job insecurity.

3. MEASURING JOB INSECURITY

There are two possible general ways to measure job insecurity. The first one is using direct objective measures of job insecurity. The most direct measure is the proportion of workers with temporary contract and a certain closed date of ending of their work relation. Paradoxically, these workers are not "insecure" in the sense of not knowing what is going to happen to them in terms of their employment relation. They have full certainty about their future, although often the uncertainty is related to whether they will be able to get another temporary or permanent job with their present employer. Temporary employment is something quintessential to some productive activities highly discontinuous and of relatively short duration: salespersons during special season, lifeguards in summer swimming pools, etc. Although there is evidence, as we will see later on, that there has been a denaturalization of the temporary employment relation increasingly associated now not to the temporal nature of the productive activity, but to strategy to reduce the obligations of the firms towards their workers in case of dismissal, as it is very common that workers with open ended contracts have certain rights in terms of redundancy payments. Thus one first way of measuring job insecurity is by looking at the proportion of workers with fix-term contracts. Furthermore, as temporary contracts can be of very different duration, we can fine-tune this indicator by looking at the average duration of contracts or their distribution in terms of duration.

But it is clear that not only employees with temporary work feel insecure in their jobs. Open ended contracts are not permanent contract (even if for the sake of economy of language they are often are named). From this perspective, a possible alternative way of measuring job security is to look at workers seniority identifying higher seniority rate, in terms of average years of seniority, with lower insecurity.

Alternatively we can adopt a different approach and focus on the sense or feeling of insecurity experienced by workers. From this perspective we would identify job insecurity with the (subjective) perception of workers in relation to their job security. The logical way of constructing such an indicator is using opinion surveys directed to workers asking whether they worried about their job or whether they feel their job is secure. We would expect that markets with higher temporary employment would show a higher rate of subjective insecurity, but there are many other things that affect subjective insecurity (as systemic change, the moment of

the economic cycle, etc) on top of temporary work, thus differences between both indicators are to be expected.

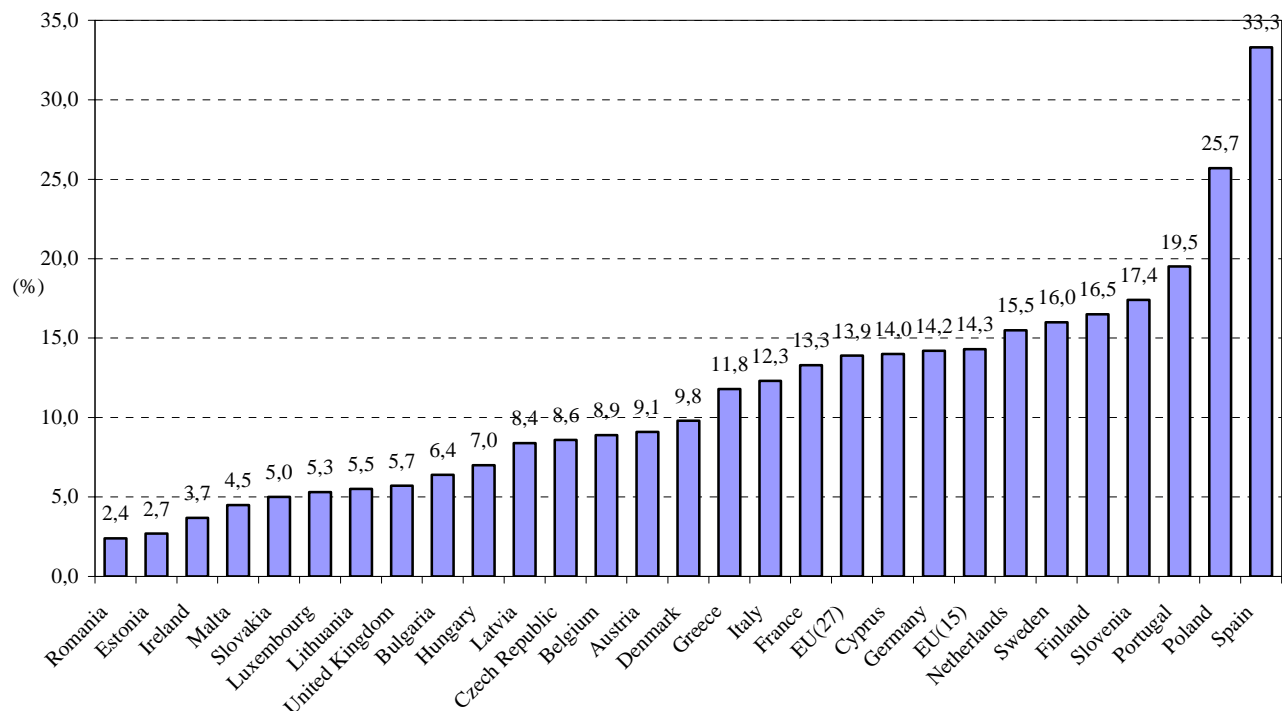
3.1 (OBJECTIVE) JOB INSECURITY IN EUROPE ACCORDING TO LFS DATA.

Most Labour Force Surveys offer data on the proportion of workers with temporary contract since the late 80's or early 90's³, so we can have a fairly good picture of the level and evolution of temporary employment during the last decade at EU level. The analysis of the available data allows three important conclusions in relation to job insecurity in Europe as measured by this first indicator:

- (1) There is a high level diversity in terms of temporary employment among the member States of the European Union. As we can see in figure 3.1 in some countries as Ireland, Lithuania, Romania, Estonia or Luxembourg temporary employment (as percentage of employees) is very unusual, while in others, is characteristic of an important proportion of the population (more than 1/3 of employees in Spain and 1/4 in Poland). In general, the new member countries, with the exception of Poland have lower proportion of workers with temporary contract.

³ This fact itself is quite revealing as can be interpreted in terms that before that date the proportion of temporary employment was too low to be considered relevant for the knowledge of the labour market. In Spain, for example, the first estimate of temporary employment available through the LFS is for 1987, three years after the deregulation of the labour law dealing with contracts made this type of contract much more common.

Figure 1. Temporary employment rate. 2005



Source: Labour Force Survey. Eurostat.

(2) Although the data is not strictly comparable due to differences in the period analysed: 1992-2005 for most of the UE (15), 1997-2005 for the new member states, with few exceptions, the rate of temporary employment has increased in the last decade and a half and most countries show significant increases in relative terms. In table 3.1 we can see the change of the proportion of employees with temporary contract both in relative terms and in percentage points. Within the group of countries with growing rates of temporality, Poland stand out for his very high increase from 4 % to 22 % in a period of just 7 years. This behaviour reminds of the rapid change of the Spanish labour market in the late 80 's after the generalization of the use of temporary contracts by Spanish firms. Most of the new member countries also show a relevant relative increase in temporary employment, although due to the very low level of departure, the increase in absolute points is still low. Only in 5 countries we can find a significant (above 10 %) decrease in the temporality rate. Last, as we can see in figure 3.2, once we exclude the new member States there has not been a process of σ convergence

in temporary employment rates in Europe. Nevertheless, as we can see in figure 3.3, the growth in temporary employment rate is negative related with the rate of temporary employment in the base year. In this sense we could talk of the existence of a slow pseudo β convergence.

(3) In terms of the gender distribution of temporary employment, as we can see in column 4 of table 3.1, there is a clear distinction between the EU (15) (plus Iceland and Norway), where women suffer from a higher temporary employment rate, 10.3 % higher for the EU (15), and the new member countries (excluding Cyprus and Malta), where the incidence of temporary employment among women is generally lower. According to a first analysis of the data, the distribution of the gender gap among countries doesn't seem to be related to the female participation rate or to the level of temporary employment⁴.

⁴ The correlation rate between the female temporary employment gap and the total temporary employment rate is positive but very low (0.185308), the correlation rate between the female temporary employment gap and the relative growth in total temporary employment rate is almost zero (-0.05383), the same is valid for the correlation rate between the female temporary employment gap and the total female employment rate (-0.08909).

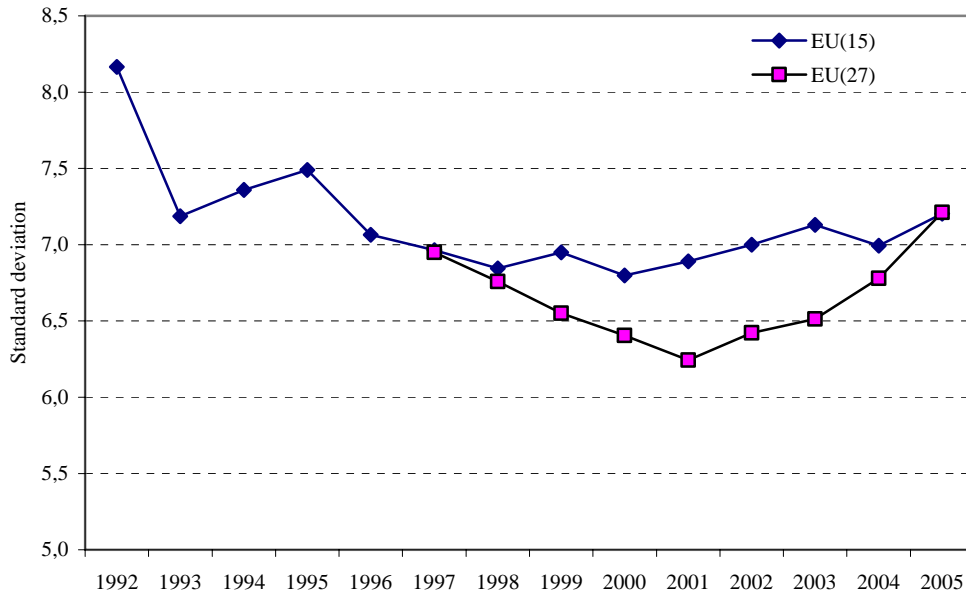
Table 3.1 Evolution of temporary employment rate

	Period	Total relative change (%)	Total change in percentage points	Temporary employment gender gap (%)*
EU (27)	1997-2005	21.9	2.5	6.7
EU (15)	1992-2005	27.7	3.1	10.3
Belgium	1992-2006	78.0	3.9	67.6
Bulgaria	2001-2005	1.6	0.1	-7.5
Czech Republic	1998-2005	28.4	1.9	28.9
Denmark	1992-2005	-1.0	-0.9	32.9
Germany	1992-2005	35.2	3.7	-2.8
Estonia	1998-2005	28.6	0.6	-41.2
Ireland	1992-2005	-58.0	-5.1	35.5
Greece	1992-2005	22.9	2.2	41.6
Spain	1992-2005	-2.6	-0.9	12.6
France	1992-2005	25.5	2.7	11.1
Italy	1993-2005	98.4	6.1	40.0
Cyprus	1999-2005	35.9	3.7	116.7
Latvia	1998-2006	5.0	0.4	-42.1
Lithuania	2000-2005	25.0	1.1	-52.6
Luxembourg	1992-2005	55.9	1.9	18.4
Hungary	1997-2005	6.1	0.4	-15.8
Malta	2000-2005	9.8	0.4	64.9
Netherlands	1992-2005	49.0	5.1	18.2
Austria	1994-2005	89.6	4.3	-5.4
Poland	1997-2005	435.4	20.9	-6.8
Portugal	1992-2005	62.5	7.5	9.1
Romania	1997-2005	-20.0	-0.6	-32.1
Slovenia	1999-2005	65.7	6.9	22.9
Slovakia	1998-2005	19.0	0.8	-3.9
Finland	1997-2005	-8.8	-1.6	55.0
Sweden	1993-2005	33.3	4.0	24.6
United Kingdom	1992-2005	-3.4	-0.2	19.2

*Temporary employment gender gap = [(Female temporary employment rate - Male temporary employment rate) / Male temporary employment rate] %

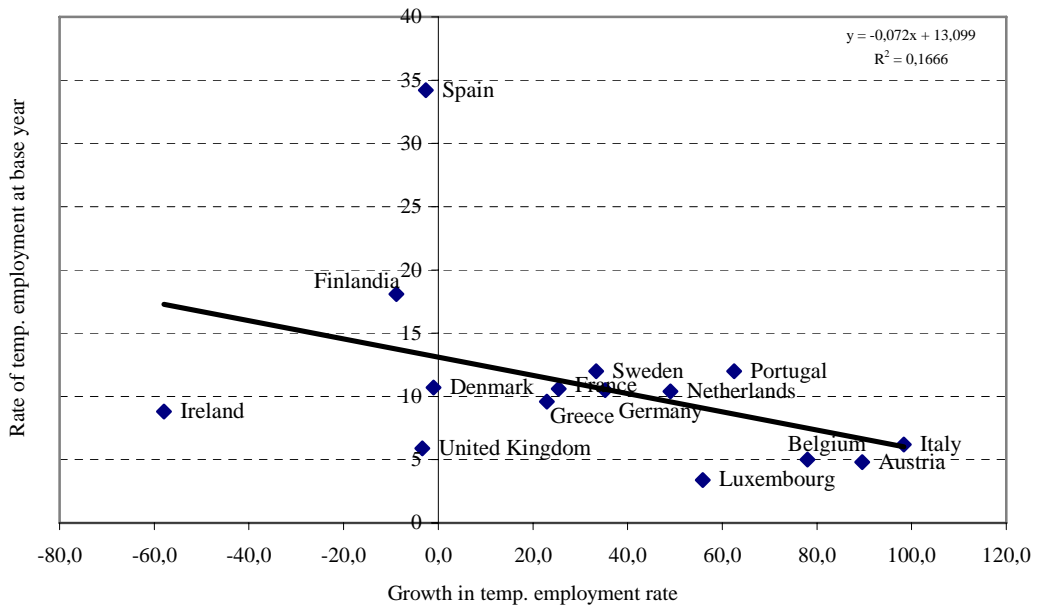
Source: Eurostat.

Figure 3.2 Sigma convergence among EU countries (1992-2005)



Source: Author's analysis from Eurostat data.

Figure 3.3 Temporary Employment rate at base year and growth of temporary employment rate



Source: Author's analysis from Eurostat data.

As temporary workers can have contracts of very different duration, and so with very different implications in terms of wellbeing, an interesting and necessary complement to the information about job insecurity provided by the temporary employment rate is data on the distribution of the duration of the contracts among temporary workers. In table 3.2 we can see the duration of contracts in 8 European countries according to the Woliweb data set. Once again, the data reflects the high diversity of the European countries. Belgium, for example, has a comparatively high proportion of temporary workers with extremely short term contracts, while this type of short duration contract is very rare in Finland or Poland. In contrast, when we focus only in temporal contracts with known duration, Finland, Belgium, Denmark and Spain have the largest percentage of temp workers with contracts with duration of half a year or less over 80 % in all cases). In terms of average duration, paradoxically the two countries with lower duration, Spain and Denmark, are in both ends of the spectrum of temporary employment. But if we exclude Spain from the sample, there is a significant direct relation between the intensity of use of fix term contracts and their duration: low percentage and short duration in U.K. and Belgium at one end and higher percentage and longer duration in the Netherlands or Germany at the other end, with a correlation coefficient of + 0.7099 (+ 0.170 including Spain).

Duration of temporary contracts

	Belgium	Denmark	Finland	Germany	NL	Poland	Spain	UK
1 - 2 days	1,6	---	0,2	1,1	0,6	0,48	0,4	0,46
3 - 6 days	7,4	---	0,5	0,4	0,7	0,54	0,3	0,46
Less than a week	9	---	0,8	1,5	1,3	1	0,7	0,9
1 - 4 weeks	4,6	---	1,7	0,5	0,6	1,67	0,8	2,23
1 - 3 months	8,5	36,4	12,1	3,2	4,4	15,82	7,6	7,75
3 - 6 months	17,9	9,1	23,7	10,7	18,4	13,85	21,1	14,59
6 months or less	40	45,5	38,3	15,9	24,6	32,4	30,2	25,5
1/2 - 1 year	27,9	18,2	36,6	29,3	48,1	30,21	26,3	21,62
1 year or less	67,9	63,6	74,9	45,3	72,7	62,6	56,5	47,1
1 - 2 years	13,2	9,1	13,2	24	16,3	21,19	8,3	11,04
2 years or more	4,4	27,3	1,8	13,6	2,4	12,42	3,1	4,07
Not agreed	14,4	---	10,1	17,1	8,7	3,82	32,1	37,78
Average duration*	5,9	4,2	6,9	7,5	8,1	7,4	4,9	4,7
% temporary contracts in Woliweb	8.1	12.5	17.5	15.6	21,8	31.2	25.0	9.9
% temporary contracts in LFS	8.9	9.8	16.5	14.2	15.5	25,7	33.3	5.7
Over/under representation of Woliweb %	-9	27,6	6,1	9,9	40,6	21,4	-24,9	73,7

* Average duration of contracts less than 2 years and with agreed duration. Calculated using the weighted average using the average duration within each range of duration.

Source: Author's analysis of Woliweb and LFS

3.2 JOB INSECURITY IN EUROPE ACCORDING TO SUBJECTIVE INDICATORS.

In clear contrast with the general availability of data on temporary contracts, in the EU there is no periodic data on subjective job insecurity. The only information available for the 15 member states are two different surveys carried out by the Eurobarometer in 1996 and 2001⁵, the first one aiming at studying employment in Europe from a general point of view, and the second focusing on social precarity and social integration. In both, interviewed workers were asked to react to the statement: "my current job is secure", by choosing among four different answers: very true, not very true, a little true and not true at all⁶. The results are reproduced in table 3.2.

Table 3.2 Proportion of workers saying their job is secure:

	Very true		Quite true		A little true		Not at all true		Doesn't know		Job security in last 5 years prior to 1996	
	1996	2001	1996	2001	1996	2001	1996	2001	1996	2001	significant decrease	significant increase
EU	28,4	27,9	34,3	35,1	18,4	19,2	14,3	13,1	4,6	4,3	26,0	21,7
Male	28,9	28,5	33,9	35,1	17,9	19,2	14,5	14,1	4,8	4,2	25,4	22,9
Female	27,7	27,1	34,9	34,9	19,0	19,4	14,0	13,5	4,3	4,5	26,8	20,2
Austria	35,4	26,9	31,6	31,8	18,1	29,4	9,9	9,3	5,0	2,5	22,4	24,5
Belgium	27,4	32,2	44,8	34,6	13,8	15,1	10,3	12,5	3,7	5,7	19,8	48,1
Denmark	55,2	47,5	29,8	36,2	8,0	11,1	5,4	4,6	1,6	0,61	15,7	32,2
Finland	30,0	26,6	33,9	35,6	16,7	17,6	15,4	14,9	4,0	5,31	29,0	29,3
France	20,6	30,9	35,3	22,8	21,4	17,2	19,6	26,7	3,1	2,4	25,7	27,7
Germany E.	12,1	....	27,1	....	25,0	....	19,6	....	16,3	....	49,9	25,2
Germany W.	29,2	27,5	35,0	35,9	20,5	26,7	9,2	2,8	6,0	6,9	29,7	24,4
Great Britain	32,4	25,3	38,3	35,6	13,9	22,4	12,9	9,5	2,4	7,1	34,1	27,8
Greece	33,2	37,9	24,5	28,1	23,3	17,14	16,5	15,7	2,6	1,1	8,8	24,0
Ireland	30,0	32,2	30,0	31,7	15,6	17,1	14,0	11	10,4	8,0	12,2	25,6
Ireland (N)	23,8	....	45,9	....	14,1	....	9,4	....	6,8	....	26,1	20,3
Italy	28,4	22,0	39,8	49,1	10,3	16,3	15,1	9,3	6,4	3,3	13,5	17,0
Luxembourg	37,5	51,3	24,9	24,7	20,6	14,8	14,4	7,3	2,6	1,9	8,7	15,9
Netherlands	39,5	41,5	28,4	28,6	17,4	17,8	14,3	8,5	0,4	3,6	22,3	23,9
Portugal	23,7	23,4	33,6	42,1	24,2	21,8	14,3	8,8	4,3	4,0	13,6	18,1
Spain	27,9	25,0	20,2	34,6	28,6	23,6	20,2	14,9	3,0	1,9	20,2	17,4
Sweden	26,3	49,4	40,2	28,8	16,4	6,96	15,4	10,4	1,7	4,8	27,4	9,6

Note: N 1996=6558; 2001 = 7715

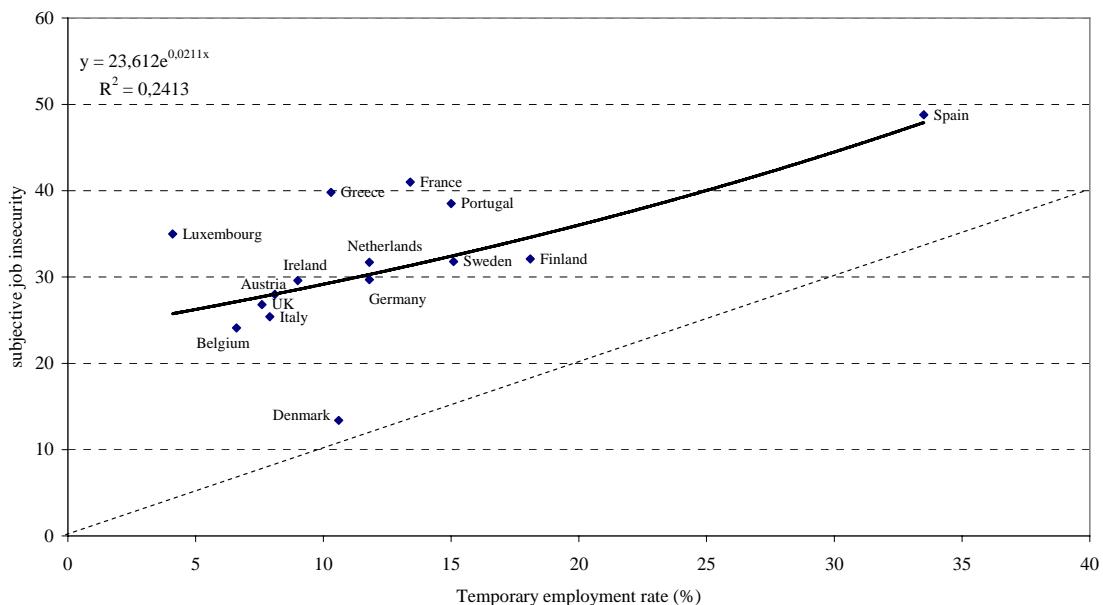
Source: Gallie (1997), p. 41 and Eurobarometer 56.1 (2001)

⁵ See D. Gallie, (1997): Employment, Unemployment and the Quality of Life: The Employment in Europe. Survey 1996. Eurobarometer 44.3. Report prepared for the European Commission, and D. Gallie and S. Paugam (2002), Social precarity and social integration, Report to the European Commission, DG Employment, Eurobarometer 56-1

⁶ In 2007 the Special Eurobarometer 273 monographic on the *European Social Reality* also asked about the feeling of job insecurity, although, unfortunately, the question (Q10A) was changed to "How confident would you say you are in your ability to keep your job in the coming months? Obviously this change in the phrasing of the question make the result incomparable. In fact the results show a much more lower degree of insecurity as the percentage showing confidence for the EU(25) is 85 %.

As we can see, in both years the percentage of workers feeling secure is lower than the percentage of workers with open ended contracts. This points to the existence of insecurity beyond that related with temporary contracts: having a (badly named) “permanent contract” is not equivalent to not being worried about job security. Workers with open ended contracts can feel insecure if they work in sectors vulnerable to foreign competition, or if their companies face financial troubles for example. Figure 3.4, which reproduces both indicators of job insecurity, is clear in this sense. Although subjective insecurity is related to temporary employment rate, the relation is very far from being tight, especially if we exclude Spain from the sample.

Figure 3.4. Temporary employment rate and subjective job insecurity (1997)



In the following pages we will explore this question using the Woliweb data base 2005, aiming at deciphering the variables affecting the different subjective job insecurity. The Woliweb questionnaire includes a question asking workers to choose among 5 possible answers (fully disagree, disagree, neutral, agree, and fully agree) to the statement: “I worry about my job security”. In this sense the question is not strictly comparable with the question on this item of the Eurobarometers discussed above. Nevertheless, we think is reasonable to put in the same level those saying they disagree and fully disagree in woliweb and those answering very true and quite true to the affirmation my job is secure in the

Eurobarometer. In table 3.3 we can see the proportion of workers who worry about their jobs security in the Woliweb countries.

Table 3.3 Proportion of answer to the question: I worry about my job security

	Full disagree	Disagree	Neutral	Agree	Fully agree	Subjective insecurity index*	Temporality employment rate (2005)
Denmark	44,09	17,32	10,24	7,09	21,26	28,35	9.8
Belgium	33,35	19,45	17,21	11,58	18,40	29,98	8.9
Finland	24,35	21,91	14,15	15,23	24,35	39,58	16.5
Germany	29,97	19,94	15,59	11,84	22,66	34,50	14.2
Netherlands	36,29	19,94	16,17	11,11	16,49	27,60	15.5
Spain	26,81	12,63	14,54	9,48	36,53	46,02	33.3

* Agree plus fully agree

Source: authors' analysis from Woliweb data and LFS

The first thing that strikes from table 3.3 is that subjective insecurity, SII, is much higher than the rate of temporary employment, TE, in all countries. In fact, although for the whole sample there is a close relation between both indexes: $SII = 22,793 + 0,7054TE$ with a R^2 of 0,7682, the result is highly dependent on the introduction of Spain in the sample. Once we remove Spain, the relation is still positive, but with a lower R^2 (0,3139).

Woliweb data allows doing a detailed study of the differences in subjective insecurity according to different characteristics of the workers. In table 3.4, for example, we can see the different SI indexes for Spain (based in almost 13.000 cases), a country especially interesting in relation to this issue for its high temporality rate, according to the characteristics of workers, and the sector of activity⁷. As expected, workers with temporary contracts have higher subjective insecurity index than workers with "permanent" contracts (42.5% versus 56.4%). The same is valid for workers with more education compared with workers with less education. In this respect, university workers have a SI index of 40.3%, while those with primary education have and index of 57.9%. Another interesting feature is the fairly similar level of SI across age: 42.6% among those from 16 to 19 years old, 43.6% for those 25 to 34 and 48.9% for those 34-54. In fact, we can observe a slightly growing percentage of insecurity, a results at odds with the percentage of incidence of temporary employment by age groups according to the LFS (1st quarter 2005), the contingency rate of workers 16 to 19 year olds was the highest, 76.5 %,

⁷ In the Appendix A.1 the reader will find the descriptive statistics corresponding to the rest of the countries of the sample.

decreasing to 45.3 for those from 25 to 29 and to 15% for those from 50 to 59. In this respect, it can be argued that the sense of insecurity could be fuelled by the higher cost of losing the job for mature workers, both in terms of forgone earnings and in terms of lower probability of finding a job.

Table 3.4 Proportion of workers who worry about their job security according to different characteristics. Spain 2006.

SPAIN	Fully disagree	Disagree	Neutral	Agree	Fully agree	Subjective insecurity index*
Total	26,8	12.6	14.5	9.5	36.5	46.0
Male	27.3	13.7	14.9	10.2	34.0	44.2
Female	26.0	11.1	14.0	8.4	40.5	48.9
Agriculture	24.0	10.9	11.6	5.4	48.1	53.5
Industry	24.4	12.5	15.4	10.1	37.6	47.7
Construction	27.8	11.8	14.6	9.4	36.4	45.8
Services	27.2	12.8	14.5	9.4	36.0	45.4
16 to 24	29.6	12.7	15.0	7.8	34.8	42.6
25 to 34	26.3	14.4	15.6	10.2	33.4	43,6
34 to 44	25.0	11.7	14.4	9.8	39.1	48,9
44 to 54	29.3	8.3	11.2	7.5	43.7	51.2
55 and more	37.3	5.1	8.9	6.8	41.8	48,6
Permanent contract	29.4	13.4	14.8	9.4	33.1	42.5
Temporary contract	18.9	10.7	14.0	10.0	46.4	56.4
Primary education	24.2	7.8	10.1	7.1	50.8	57.9
Secondary education	25.6	10.7	14.4	9.2	40.1	49.3
University studies	28.3	15.3	16.1	10.4	29.9	40.3
Partner 's principal activity						
a) employed with permanent contract	30.6	11.5	13.1	8.7	36.1	44.8
b) employed with temporary contract	25.7	10.6	12.4	10.7	40.6	51.3
c) self-employed	29.8	12.8	13.6	5.1	38.8	43.9
d) unemployed	24.0	10.5	14.9	8.8	41.9	50.7
e) housework	24.6	14.5	17.4	8.7	34.8	43.5

*Subjective insecurity index = fully agree + agree with I worry about my job security

The degree of insecurity is also higher for agriculture workers, and only slightly higher for manufacturing with respect to services and construction. The impact of globalization and the process of outsourcing and delocalization of industrial firms could explain this difference, especially if we consider than in terms of temporary employment rate, manufacturing has a much lower percentage, 21.6% in 2006, compared to construction (62.2%) or services (31.6%)⁸. Last, the subjective insecurity index seems also to be related with the partner main economic activity,

⁸ Encuesta de Coyuntura Laboral, 2006.

as those with a partner with permanent contract show a lower insecurity index than those with a partner either unemployed, on temporary contract. Paradoxically, those with an inactive partner in terms of market work, i.e those whose partner only does housework show a similar SII.

The immense amount of data gathered by the Woliweb survey allows as seeing, although indirectly, to what extent the sense of job security of workers can be related with their strategy of job search. Thus, for example, using once again Spain as an example, the percentage of workers wholly disagreeing with the sentence I worry about my job security reaches a maximum of 46.5% among those who don't consider having a high wage at all important while looking for a job, a percentage that drops to 26.8% among those considering getting a high salary as very important. These differences, though, are much lower among those with high SII, 43.6% and 48% respectively, probably meaning that the job match is far from perfect.

4. WELLBEING IMPLICATIONS OF TEMPORARY CONTRACTS.

4.1 TEMPORARY CONTRACTS AND WAGES

There is a lot of literature regarding the effects of temporary contracts on wages. They all coincide in that they have a negative impact on wages. We have run salary regressions, using 2005 and 2006 Woliweb data, accounting for age, number of years in the current position, firm size, region, level of education, sector of activity and type of contract. In table 4.1 we report the coefficients temporary contracts coefficients. Its effect is always negative and significant⁹. Therefore, it can be concluded that having a temporary contract has a negative and strong impact on salaries.

Table 4.1 Effect of temporary contract in conventional salary regressions

Country	Coefficient	t	Adj. R ²
Germany	-0,260	(-45,436)	0,324
Belgium	-0,110	(-7,684)	0,231
Spain	-0,192	(-16,155)	0,295
Finland	-0,178	(-16,849)	0,257
Netherlands	-0,155	(-30,727)	0,412
United Kingdom	-0,198	(-11,244)	0,121

Table 4.2 Effect of temporary contract in age intervals salary regressions

Country	Coefficient	t	Adj. R ²
Germany			
16-24	-0.319	-17.908	0.290
25-34	-0.296	-36.493	0.235
35-44	-0.162	-14.946	0.269
45-54	-0.133	-8.2	0.278
More than 55	-0.148	-4.402	0.208
Belgium			
16-24	-0.110	-3.456	0.232
25-34	-0.074	-3.637	0.146
35-44	-0.159	-4.455	0.213
More than 45	-0.147	-4.232	0.255
Spain			
16-24	-0.122	-2.885	0.166
25-34	-0.199	-13.786	0.225
35-44	-0.170	-6.365	0.236
More than 45	-0.188	-3.707	0.259
Finland			
16-24	-0.067	-1.835	0.148
25-34	-0.181	-12.4	0.215
35-44	-0.206	-10.092	0.246
More than 45	-0.236	-8.047	0.23

⁹ The full regressions are not reported in this paper. These regressions are available on request from the authors.

The Netherlands			
16-24	-0.103	-9.716	0.44
25-34	-0.115	-19.537	0.321
35-44	-0.116	-12.466	0.456
45-54	-0.144	-10.627	0.465
More than 55	-0.166	-4.98	0.392
United Kingdom			
16-24	-0.227	-5.082	0.144
25-34	-0.115	-3.966	0.069
35-44	-0.154	-4.321	0.127
45-54	-0.231	-5.380	0.152
More than 55	-0.267	-3.714	0.138

Table 4.2 shows that the impact of temporary contract in wages differs by ages intervals. We estimate salary regressions by age intervals to contrast the hypothesis that the negative impact of temporary contract in wages increases with age. Assuming that temporary contract are a way to enter in the labour force and, therefore, more common in early stage of worker's career, penalization of temporary contract, in terms of salary, should be bigger for older workers with respect to their contemporaries. Furthermore, an important part of wages is the part related with the years of tenure in the firm. Obviously, a requirement to be able to accumulate this tenure bonus is having a permanent contract. It can be argued that people that willingly move from one firm to another are able to negotiate the recognition of the tenure bonus, but that doesn't happen so easily for those losing the job or connecting one temporary contract in one firm with another in a different one.

We have found that in Finland, and The Netherlands the increasing tendency of wage penalization is very clear: The older the worker the stronger the negative impact of temporary contract in wages. In the United Kingdom, although the strongest impact is found in the last age interval (more than 55), the increasing tendency is not that clear and the impact of the lowest interval (between 16 and 24) is also very strong. In Belgium, the strongest impact is found for the age interval between 35 and 44 years old and, in Germany and Spain, for those between 25 and 34.

In Appendix I we report the salary regression from which coefficients reported in table 4.1 were taken. Appendix II reports salary regressions by age intervals.

4.2 TEMPORARY CONTRACTS, LIFESTYLES AND FUTURE EMPLOYMENT OPTIONS.

In this section we will explore the implication of having a temporary job on personal lifestyles and the future working chances of temporary workers from a subjective point of view.

A good starting point is to explore the extent to which temporary employment is a matter of choice, or something imposed by the circumstances of the labour market. In this respect, as shown in the first line corresponding to each country in table 5.1, a majority of workers in almost all the countries of the sample (with the exception of the Netherlands) coincide in that they have temporary contract because they could not find an alternative permanent job. Thus, we can say for most workers having a temporary contract is not a matter of choice. This result can be interpreted as a clear indication that workers in general consider they are better off with a permanent contract, something otherwise quite logical as a permanent contract can be unilaterally broken by the worker if he/she finds a better job, but at the same time it gives the worker a higher sense of security than a fix term contract. In fact, as we can see in table 5.3, in relation to this question the degree of convergence is very high among the four countries considered, with a coefficient of variation of those agreeing or fully agreeing to the statement: "having a temporary job is the only option" of only 0,229.

Along with the question about the reason of having a temporary job, table 5.1 reproduces the opinion of temporary workers in relation to six different questions dealing with the personal implication of having a temporary contract: whether it affects the chances of emancipating from their parents and having children; its financial implication in terms of whether it reduces the chances of buying a house and building up pensions rights, and last, whether they consider it can affect positively their future career increasing their skills, allowing them to build work experience and as a method of search for a better employer. Aiming at presenting the information reproduced in table 4.1 in a more synthetic way, table 5.2 reproduces the percentage of temporal workers agreeing and fully agreeing to the different statements afore mentioned.

We consider the higher percentages as the most widespread opinion in each country the following conclusions can be found. Firstly, most of temporary workers in the sample countries consider that having a temporary contract restrict them from buying a house. This is especially important in Spain where temporary

employment is very high and house prices are also very high. As a consequence, Spaniards also consider that temporary employment force them to stay with their parents and postpone having children. On the contrary, Germans, Finish and Dutch do not consider that temporary employment force them to stay with their parents, however, they agree with Spaniards in that this kind of contract restricts buying a house. It is interesting to notice than the correlation between the different answers to the questions related with the implications of having a temporal contract in terms of buying a house and delaying emancipation is quite high in Spain can be explained by the small dimension of the renting market that makes very difficult to emancipate without owing the place where you live.

Table 4.2 Implication of temporary work

		Fully Disagree	Disagree	Neutral	Agree	Fully Agree
Spain	Is the only option	11.2	7	13.5	17	51.3
	Force me to stay with my parents	38.4	6.9	9.0	9.6	36.1
	Force me to postpone having children	23.2	4.8	7.4	9.9	54.7
	Restricts pension	8.6	8.6	8.6	22.4	51.7
	Restricts buying a house	9.7	1.6	3.2	4.8	80.6
	Opportunity to look for the best employer	9.7	1.6	3.2	4.8	51.3
	Increases my skills	56.7	10	18.3	5.0	10.0
	Builds work experience	23.3	10.0	20.0	16.7	30.0
	Is the only option	28.5	12.6	19.0	15.8	24.1
	Force me to stay with my parents	58.7	12.9	11.5	6.9	10.1
	Force me to postpone having children	45.8	12.9	14.7	11.3	15.4
	Restricts pension	17.8	15.3	23.8	17.4	25.7
Netherlands	Restricts buying a house	16.7	10.5	14.7	18.0	40.1
	Opportunity to look for the best employer	22.2	16.2	29.1	17.5	14.9
	Increases my skills	20.7	14.0	25.2	21.2	18.9
	Builds work experience	13.0	8.4	21.2	29.6	27.7
	Is the only option					
Germany	Force me to stay with my parents	85.7			25.0	12.5
	Force me to postpone having children	62.5				25.0
	Restricts pension	30.4	8.7	26.1	30.4	4.3
	Restricts buying a house	35.0	5.0	15.0	35.0	10.0
	Opportunity to look for the best employer					
	Increases my skills	34.9	7.0	25.6	20.9	11.6
	Builds work experience	33.3	4.8	33.3	23.8	4.8
Belgium	Is the only option	24.3	10.0	17.4	16.9	31.4
	Force me to stay with my parents	53.3	12.3	12.3	8.3	13.8
	Force me to postpone having children	38.1	10.7	15.5	13.4	22.2
	Restricts pension	16.9	11.7	26.5	17.2	27.7
	Restricts buying a house	16.2	8.0	15.4	16.0	44.4
	Opportunity to look for the best employer	19.3	14.7	29.8	17.6	18.6
	Increases my skills	19.0	11.1	21.2	20.3	28.5
	Builds work experience	10.7	7.5	16.6	25.4	39.8
Finland	Is the only option	19.7	11.3	17.3	19.5	32.2
	Force me to stay with my parents	87.8	4.1	2.9	2.0	3.2
	Force me to postpone having children	53.1	7.7	7.0	14.3	17.9
	Restricts pension	10.3	15.3	28.4	19.4	26.6
	Restricts buying a house	21.5	8.2	11.0	14.3	44.9
	Opportunity to look for the best employer	23.7	17.0	23.7	17.6	18.0
	Increases my skills	23.1	16.3	25.0	17.7	17.9
	Builds work experience	8.2	3.3	16.0	31.3	41.2

* Denmark and UK are not included due to having very low number of cases.

In the table there are three statements that relate temporal employment to positive things: opportunity to look for the best employment, increases skills and builds work experience. Of all the answers to this questions, probably the more interesting is the low percentage of Spanish temporary workers that considers having a temp jobs increases the their skills, only 15% compared with twice that percentage in the country with the second lowest proportion of workers agreeing with the statement (Germany). This results probably indicates that a high proportion of temp workers perform simple unskilled jobs with few opportunities for the acquirement of skills. In any case, at the most slightly over 1/3 of the temp workers consider temporary employment increases their skills. The results are more positive in terms of the implication of temp jobs for building job experience (this time excluding Germany).

Table 4.3 Proportion of workers agreeing and fully agreeing to the statement: "having a temporary job"

	Spain	NL	Germany	Belgium	Finland	CV
Is the only option	68,3	39,9	. . .	48,3	51,7	0,2289
Force me to stay with my parents	45,7	17,0	37,5	22,1	5,2	0,6347
Force me to postpone having children	64,6	26,7	25,0	35,6	32,2	0,4372
Restricts pension	74,1	43,1	34,7	44,9	46,0	0,3079
Restricts buying a house	85,4	58,1	45,0	60,4	59,2	0,2382
Opportunity to look for the best employer	56,1	32,4	. . .	36,2	35,6	0,2698
Increases my skills	15,0	40,1	32,5	48,8	35,6	0,3623
Builds work experience	46,7	57,3	28,6	65,2	72,5	0,3173

5. CONCLUSIONS

In the first section we showed the importance of job security, firstly, from the perspective of workers that consider job security the most important feature of a good job. Secondly, from an aggregated and objective perspective: the increase of temporary contract in the last decades. As a result, we approach the issue from its double perspective, the subjective and the objective one, and show two respective ways measure them.

After showing the importance and measurement of objective and subjective job insecurity, we go a step further and look for their relationship. We show that both measures are related but the relationship is far from being tight and there is (subjective) insecurity beyond temporary contracts. As a consequence, we search for other variables playing a role in subjective job insecurity including temporary contract as one of the explanatory variables. We find that the type of contract is always significant and that there are several personal characteristics, such as education and partner's activity, that play a similar role in almost every country.

Finally, we explore the consequences of objective job insecurity. In accordance with former studies regarding the effect of temporary contracts on salaries, we corroborate, using 2005 Woliweb data and national LFS, that temporary contracts have a sizeable negative impact on salaries. This impact differs by age groups. We find that temporary contracts consequences in lifestyles do not follow a clear international pattern but are consequent with each country economic reality.

APENDIX I

PROPORTION OF WORKERS WHO WORRY ABOUT THEIR JOB SECURITY ACCORDING TO DIFFERENT CHARACTERISTICS.

2006: FINLAND, GERMANY, NETHERLANDS, BELGIUM

FINLAND	Fully disagree	Disagree	Neutral	Agree	Fully agree	Subjective insecurity index*
Total	24,4	21,9	14,1	15,2	24,4	39,6
Male	23,8	22,4	15,2	16,6	21,9	38,5
Female	24,7	21,5	13,5	14,3	26,0	40,3
Agriculture						
Industry	21,4	23,0	15,3	16,4	23,8	40,2
Construction	25,0	12,5	25,0		37,5	37,5
Services	25,3	21,3	13,7	14,9	24,7	39,6
16 to 24	22,5	21,6	11,6	17,6	26,7	44,3
25 to 34	22,0	22,6	15,6	17,1	22,7	39,8
34 to 44	24,4	22,2	13,2	14,2	25,3	39,5
44 to 54	24,7	21,4	14,4	13,0	26,5	39,5
55 and more	39,2	18,9	13,1	8,1	20,7	28,8
Permanent contract	27,5	24,0	14,9	15,0	18,5	33,5
Temporary contract	7,7	11,6	10,4	15,4	54,8	70,2
Primary education	31,8	15,9	20,5	9,1	22,7	31,8
Secondary education	22,0	22,4	13,2	13,9	28,5	42,4
University studies	24,7	23,4	14,7	15,7	21,5	37,2
Partner's principal activity						
a) employed with permanent contract	24,2	23,3	14,7	13,7	24,1	37,8
b) employed with temporary contract	21,9	22,7	11,5	22,3	21,6	43,9
c) self-employed	31,1	20,2	13,7	14,2	20,8	35,0
d) unemployed	19,5	17,8	12,7	20,3	29,7	50,0
e) housework	23,9	23,9	14,1	14,1	23,9	38,0

GERMANY	Fully disagree	Disagree	Neutral	Agree	Fully agree	Subjective insecurity index*
Total	30,1	19,9	15,6	11,8	22,7	34,5
Male	30,0	20,8	15,8	12,3	21,2	33,5
Female	30,4	17,8	14,9	10,7	26,2	36,9
Agriculture	n.a	n.a	n.a	n.a	n.a	n.a
Industry	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Construction	n.a	n.a	n.a	n.a	n.a	n.a
Services	n.a	n.a	n.a	n.a	n.a	n.a
16 to 24	36,2	18,3	13,7	10,1	21,7	13,5
25 to 34	32,4	22,5	15,9	11,3	17,8	29,1
34 to 44	26,7	19,7	16,6	12,7	24,3	37,0
44 to 54	26,4	16,6	14,6	12,3	30,1	42,4
55 and more	43,9	13,5	9,8	8,7	24,0	32,7
Permanent contract	32,2	20,6	15,7	11,9	20,7	32,6
Temporary contract	23,7	16,1	14,9	11,6	33,7	45,3
Primary education	33,2	11,9	12,9	8,6	33,4	42,0
Secondary education	29,3	16,0	15,5	11,2	29,5	40,7
University studies	31,1	24,2	16,6	12,1	16,0	28,1

NETHERLANDS	Fully disagree	Disagree	Neutral	Agree	Fully agree	Subjective insecurity index*
Total	36,7	19,4	14,5	10,8	18,6	29,4
Male	30,0	20,8	15,8	12,3	21,2	33,5
Female	30,4	17,8	14,9	10,7	26,2	36,9
Agriculture	40,4	17,4	14,9	9,6	17,6	27,2
Industry	34,7	19,1	15,5	10,9	19,8	30,7
Construction	26,0	19,3	22,9	12,0	19,8	31,8
Services	36,9	19,4	14,2	10,9	18,6	29,5
16 to 24	34,7	21,5	15,4	11,5	16,9	13,5
25 to 34	37,3	21,1	14,6	10,5	16,5	27,0
34 to 44	37,3	18,1	14,4	10,7	19,5	30,2
44 to 54	34,9	16,3	13,7	10,9	24,2	35,1
55 and more	43,9	12,7	11,5	9,0	22,8	31,8
Permanent contract	22,0	17,4	16,3	14,0	30,3	44,3
Temporary contract	40,5	20,1	13,9	9,9	15,6	25,5
Primary education	37,1	11,9	13,5	8,9	28,7	37,6
Secondary education	37,9	15,6	13,6	10,3	22,6	32,9
University studies	36,6	25,9	14,0	10,6	12,9	23,5
Partner's principal activity						
a) employed with permanent contract	38,5	18,7	14,5	10,4	17,8	28,2
b) employed with temporary contract	33,5	21,0	15,6	11,9	18,0	29,9
c) self-employed	41,5	19,0	13,4	9,4	16,8	26,2
d) unemployed	29,4	17,4	14,9	12,5	25,8	38,3
e) housework	37,4	18,3	13,9	10,4	20,0	30,4

DENMARK	Fully disagree	Disagree	Neutral	Agree	Fully agree	Subjective insecurity index*
Total						
Male						
Female						
Agriculture						
Industry						
Construction						
Services						
16 to 24						
25 to 34						
34 to 44						
44 to 54						
55 and more						
Permanent contract						
Temporary contract						
Primary education						
Secondary education						
University studies						
Partner's principal activity						
a) employed with permanent contract						
b) employed with temporary contract						
c) self-employed						
d) unemployed						
e) housework						

BELGIUM	Fully disagree	Disagree	Neutral	Agree	Fully agree	Subjective insecurity index*
Total	36,0	19,5	15,3	10,3	18,9	29,2
Male	35,7	20,5	15,6	10,9	17,3	28,2
Female	36,4	17,9	14,7	9,3	21,6	30,9
Agriculture	45,5	9,1	4,5	9,1	31,8	40,9
Industry	28,4	20,0	18,7	10,8	22,0	32,8
Construction	36,8	26,4	10,3	11,5	14,9	26,4
Services	39,0	19,0	13,8	10,3	17,8	28,1
16 to 24	32,3	20,1	15,2	12,8	19,6	32,4
25 to 34	33,8	21,4	16,8	10,4	17,7	28,1
34 to 44	35,4	19,6	15,6	10,6	18,8	29,4
44 to 54	39,4	16,9	13,6	9,6	20,5	30,1
55 and more	50,6	12,5	8,1	6,0	22,9	28,9
Permanent contract	37,4	20,1	15,1	10,0	17,4	27,4
Temporary contract	19,7	11,7	16,9	13,2	38,5	51,7
Primary education	28,1	12,4	16,9	7,9	34,8	42,7
Secondary education	35,5	20,6	16,8	10,5	16,5	27,0
University studies	35,0	24,5	15,8	12,0	12,7	24,7
Partner 's principal activity						
a) employed with permanent contract	37,3	20,6	15,3	9,8	17,1	26,9
b) employed with temporary contract	34,9	18,1	16,3	9,5	21,1	30,6
c) self-employed	34,3	16,1	13,6	14,6	21,4	36,0
d) unemployed	31,0	14,2	17,4	8,4	29,0	37,4
e) housework	39,2	20,4	13,4	9,4	17,6	27,0

APENDIX II. SALARY REGRESSIONS INCLUDING THE TYPE OF CONTRACT AS AN EXPLANATORY VARIABLE

1.- GERMANY: SALARY REGRESSION INCLUDING THE TYPE OF CONTRACT AS AN EXPLANATORY VARIABLE

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,569(a)	,324	,324	,52023

	β	Error	Stand. β	t	Sig.
Constant	8,805	,029		302,278	,000
Age	,073	,001	1,081	48,595	,000
Age sq	-,001	,000	-,862	-39,029	,000
From 1 to 3 years with current employer	,026	,006	,015	4,221	,000
From 3 to 6 years with current employer	,076	,006	,049	12,656	,000
More than 6 years with current employer	,090	,006	,069	15,305	,000
GENDER women	-,201	,004	-,151	-47,555	,000
FIRM SIZE: from 50 to 5000 workers	,147	,005	,109	30,183	,000
more than 500 workers	,254	,005	,190	50,551	,000
EDUCATION: Schule ohne abschluss verlassen	-,530	,029	-,056	-18,170	,000
Volksschul abschluss anderes	-,386	,017	-,072	-22,612	,000
Hauptschul abschluss 8 klasse	-,403	,008	-,173	-52,124	,000
Realschul abschluss Mittlere reife	-,564	,030	-,057	-18,559	,000
10 klasse	-,331	,008	-,146	-43,904	,000
Fach hoch schulreife	-,271	,006	-,142	-41,776	,000
Abschluss einer Fachoberschule	-,563	,010	-,174	-54,619	,000
Abitur	-,245	,007	-,113	-34,144	,000
Hochschulreife	-,233	,011	-,069	-21,766	,000
Promotion	-,290	,007	-,143	-42,468	,000
Temporary contract	-,167	,010	-,051	-16,059	,000
Agricultura	,201	,010	,061	19,175	,000
Industry	-,260	,006	-,148	-45,436	,000
Construction	-,134	,026	-,016	-5,186	,000
	,079	,004	,059	18,681	,000
	,031	,008	,012	3,792	,000

a Variable dependiente: lnWAGEGRAN logaritmo del salario anual

2.- BELGIUM: SALARY REGRESSION INCLUDING THE TYPE OF CONTRACT AS AN EXPLANATORY VARIABLE

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,482(a)	,233	,231	,48874

	β	Error	Stand. β	t	Sig.
Constant	9,630	,055		175,806	,000
Age	,034	,003	,610	11,896	,000
Age sq	,000	,000	-,418	-8,337	,000
From 1 to 3 years with current employer	,023	,012	,015	1,868	,062
From 3 to 6 years with current employer	,048	,012	,034	4,049	,000
More than 6 years with current employer	,105	,012	,094	8,998	,000
GENDER women	-,246	,008	-,217	-32,519	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,103	,008	,089	12,675	,000
REGION: Maaseik					
Namur	-,091	,027	-,022	-3,325	,001
Luxemb	-,057	,043	-,009	-1,350	,177
Liege	-,109	,020	-,038	-5,543	,000
Hainaut	-,109	,018	-,042	-6,140	,000
BrabantW	,022	,030	,005	,720	,472
Westvla	-,073	,013	-,043	-5,649	,000
Vlaambra	-,024	,013	-,013	-1,773	,076
Oostvlad	-,054	,012	-,034	-4,349	,000
Limburg	-,056	,016	-,025	-3,552	,000
Antwerp	-,040	,011	-,029	-3,597	,000
EDUCATION: Lagere school niet afgemaakt	-,519	,067	-,050	-7,708	,000
Lager onderwijs	-,478	,032	-,100	-15,010	,000
Lager technisch kunts beroepssec onderw	-,428	,017	-,187	-25,183	,000
Algemeen lager secundair onderwijs	-,436	,018	-,176	-24,184	,000
Hoger technnisch kunts beroepssec onderw	-,345	,013	-,227	-26,915	,000
Algemeen hoger secundair onderwijs	-,300	,013	-,192	-23,150	,000
Hoger onderwijs buiten universiteit	-,165	,011	-,144	-15,497	,000
Doctorat	,123	,045	,018	2,755	,006
Temporary contract	-,110	,014	-,052	-7,684	,000
Agricultura	-,170	,057	-,019	-2,971	,003
Industry	,052	,009	,041	6,022	,000
Construction	,057	,016	,024	3,637	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

3.-SPAIN: SALARY REGRESSION INCLUDING THE TYPE OF CONTRACT AS AN EXPLANATORY VARIABLE

Resumen del modelo

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,545(a)	,297	,295	,52000

	β	Error	Stand. β	t	Sig.
(Constante)	8,919	,077		116,238	,000
AGE	,043	,004	,606	10,864	,000
AGE squared	,000	,000	-,387	-7,095	,000
Antigüedad menor a un año	-,036	,013	-,025	-2,718	,007
Antigüedad de 3 a 6 años	,020	,014	,013	1,414	,158
Antigüedad mayor a 6 años	,082	,015	,063	5,548	,000
Mujer	-,209	,010	-,165	-21,861	,000
Empresa de 10 a 100 trabajadores	,105	,011	,083	9,685	,000
Empresas de más de 100 trabajadores	,221	,012	,160	17,869	,000
Aragón	-,055	,030	-,013	-1,808	,071
Asturias	-,090	,037	-,018	-2,442	,015
Baleares	,068	,045	,011	1,505	,132
Canarias	-,069	,028	-,018	-2,419	,016
Cantabria	-,050	,051	-,007	-,978	,328
Castilla La Mancha	-,045	,030	-,011	-1,501	,133
Castilla y León	-,113	,022	-,040	-5,201	,000
Cataluña	,062	,014	,036	4,348	,000
Comunidad Valenciana	-,074	,018	-,032	-4,051	,000
Extremadura	-,138	,045	-,023	-3,105	,002
Galicia	-,125	,023	-,042	-5,510	,000
Madrid	,044	,013	,028	3,279	,001
Murcia	-,099	,040	-,018	-2,472	,013
Navarra	,030	,051	,004	,587	,557
País Vasco	-8,21E-005	,025	,000	-,003	,997
La Rioja	-,197	,057	-,025	-3,428	,001
Ceuta y Melilla	,043	,157	,002	,274	,784
Sin estudios	-,496	,074	-,049	-6,668	,000
Educación primaria	-,447	,019	-,191	-23,633	,000
Educación secundaria	-,338	,022	-,120	-15,460	,000
Enseñanza de bachillerato	-,309	,016	-,165	-19,751	,000
FPI Formación profesional de grado medio	-,366	,021	-,135	-17,142	,000
FPII Formación profesional de grado superior	-,261	,015	-,152	-17,800	,000
Estudios universitarios de primer ciclo	-,106	,013	-,070	-8,019	,000
Estudios de tercer ciclo	,111	,020	,044	5,627	,000
Contrato temporal	-,192	,012	-,134	-16,155	,000
Agricultura	,013	,047	,002	,266	,790
Industria	,086	,013	,051	6,777	,000
Construcción	,135	,018	,057	7,652	,000

Variable dependiente: InWAGEGRAN logaritmo del salario anual
Control group:

4.- FINLAND: SALARY REGRESSION INCLUDING THE TYPE OF CONTRACT AS AN EXPLANATORY VARIABLE

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,508(a)	,258	,257	,41925

	β	Error	Stand. β	t	Sig.
Constant	9,319	,051		182,661	,000
Age	,044	,003	,915	16,582	,000
Age sq	,000	,000	-,740	-13,606	,000
From 1 to 3 years with current employer	,024	,011	,018	2,158	,031
From 3 to 6 years with current employer	,039	,011	,032	3,553	,000
More than 6 years with current employer	,014	,011	,014	1,316	,188
GENDER women	-,232	,007	-,237	-32,057	,000
FIRM SIZE: from 50 to 500 workers	,095	,008	,092	12,138	,000
more than 500 workers	,169	,010	,127	16,448	,000
EDUCATION:					
Mitaan tutkintoa					
Kansalaiskoulu	-,149	,030	-,036	-4,893	,000
Keskikoulu tai peruskoulu 6-9v	-,135	,017	-,057	-7,837	,000
Ammattipisto	-,121	,009	-,105	-13,216	,000
Lukio (3 vuotta peruskoulun lisaksi)	-,115	,012	-,071	-9,266	,000
Yliopisto alempi aste kand	,056	,019	,022	3,018	,003
Yliopisto ylempi aste maisteri	,218	,011	,156	20,427	,000
Tohtori	,295	,041	,051	7,140	,000
Temporary contract	-,178	,011	-,136	-16,849	,000
Agriculture	-,099	,037	-,019	-2,696	,007
Industry	,090	,009	,078	10,478	,000
Construction	,068	,018	,027	3,745	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

5.- THE NETHERLANDS: SALARY REGRESSION INCLUDING THE TYPE OF CONTRACT AS AN EXPLANATORY VARIABLE

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,642(a)	,412	,412	,52683

	β	Error	Stand. β	t	Sig.
Constant	7,941	,021		372,469	,000
Age	,127	,001	1,920	112,850	,000
Age sq	-,001	,000	-1,617	-96,140	,000
From 1 to 3 years with current employer	-,018	,005	-,010	-3,437	,001
From 3 to 6 years with current employer	-,014	,005	-,009	-2,633	,008
More than 6 years with current employer	,020	,006	,013	3,496	,000
GENDER women	-,320	,004	-,233	-86,162	,000
FIRM SIZE: from 50 to 500 workers	,091	,004	,063	22,840	,000
more than 500 workers	,175	,005	,099	35,168	,000
REGION: Groningen	-,129	,010	-,034	-12,688	,000
Friesland	-,142	,011	-,035	-13,425	,000
Drenthe	-,097	,012	-,021	-8,175	,000
Overijssel	-,104	,008	-,036	-13,288	,000
Gelderland	-,070	,007	-,030	-10,564	,000
Flevoland	-,094	,015	-,017	-6,463	,000
Utrecht	-,005	,008	-,002	-,587	,557
Zuidholland	-,005	,005	-,003	-,960	,337
Zeeland	-,071	,014	-,013	-5,178	,000
Noordbrabant	-,065	,006	-,033	-11,174	,000
Limburg	-,094	,008	-,032	-11,715	,000
EDUCATION: Basisschool niet afgemaakt	-,566	,039	-,038	-14,676	,000
Basisschool	-,534	,015	-,097	-35,845	,000
VBO LEERLINGWEZEN	-,493	,010	-,160	-51,667	,000
VMBO MAVO ULO	-,479	,007	-,239	-66,202	,000
HAVO MMS	-,399	,009	-,136	-44,455	,000
HBS	-,164	,031	-,014	-5,289	,000
VWO	-,478	,012	-,107	-38,422	,000
MBO	-,332	,006	-,227	-53,753	,000
HBO	-,102	,006	-,066	-16,318	,000
PhD promotie	,221	,025	,023	8,909	,000
Temporary contract	-,155	,005	-,092	-30,728	,000
Agricultura	-,035	,013	-,007	-2,584	,010
Industry	,089	,005	,049	18,493	,000
Construction	,116	,008	,041	15,293	,000

a Variable dependiente: lnWAGEGRAN logaritmo del salario anual

6.- UNITED KINGDOM: SALARY REGRESSION INCLUDING THE TYPE OF CONTRACT AS AN EXPLANATORY VARIABLE

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,351(a)	,123	,121	,75972

	β	Error	Stand. β	t	Sig.
(Constante)	9,242	,063		145,847	,000
Age	,058	,003	,769	17,337	,000
Age sq	-,001	,000	-,704	-16,075	,000
From 1 to 3 years with current employer	,011	,014	,006	,753	,451
From 3 to 6 years with current employer	,029	,016	,014	1,896	,058
More than 6 years with current employer	,058	,016	,032	3,746	,000
GENDER women	-,223	,011	-,137	-20,871	,000
FIRM SIZE:	,110	,012	,065	9,001	,000
from 50 to 500 workers	,214	,014	,113	15,523	,000
more than 500 workers	-,148	,028	-,035	-5,236	,000
REGION: northeast	-,125	,019	-,049	-6,724	,000
northwest	-,198	,022	-,064	-9,055	,000
yorkshire	-,106	,023	-,032	-4,571	,000
eastmid	-,112	,021	-,037	-5,250	,000
westmid	-,083	,023	-,025	-3,654	,000
easteng	-,001	,018	-,001	-,073	,942
southeast	-,073	,022	-,023	-3,312	,001
southwest	-,120	,029	-,028	-4,119	,000
wales	-,151	,021	-,051	-7,185	,000
scotland	-,720	,126	-,037	-5,730	,000
EDUCATION:					
nurse school playgroups	-,601	,072	-,054	-8,378	,000
adult literacy numeracy qualification	-,199	,024	-,059	-8,192	,000
commercial professional qualification	-,416	,135	-,020	-3,082	,002
skillstart national certificate	-,360	,032	-,077	-11,167	,000
secondary schooling up to age 14	-,322	,081	-,025	-3,976	,000
GNVQ foundation lvl	-,291	,031	-,065	-9,539	,000
GNVQ intermedate lvl 1 and 2	-,249	,018	-,108	-13,757	,000
GCSE SCE standard grades	-,113	,044	-,017	-2,598	,009
GNVQ advance lvl	-,191	,024	-,055	-7,830	,000
NVQ lvl 3	-,210	,050	-,028	-4,219	,000
modern apprenticeships	-,199	,019	-,077	-10,220	,000
GCE advance lvl SCE higher grade	-,227	,035	-,044	-6,557	,000
higher education access courses	-,135	,021	-,046	-6,297	,000
NVQ lvl 4 lvl 5 HCN HND diploma in higher education	-,065	,024	-,019	-2,668	,008
master degree	,097	,023	,030	4,191	,000
post graduate professional	,111	,023	,035	4,899	,000
PhD doctorate	,179	,044	,026	4,028	,000
contratemp	-,198	,018	-,074	-11,244	,000
contratotemporal					
agriculture Agricultura	-,073	,070	-,007	-1,049	,294
industry Industry	,031	,014	,014	2,122	,034
construction construction	,149	,023	,042	6,511	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

**APENDIX III. SALARY REGRESSIONS BY AGE INTERVALS
INCLUDING THE TYPE OF CONTRACT AS AN EXPLANATORY
VARIABLE**

1.- GERMANY: SALARY REGRESSIONS BY AGE INTERVALS

Number of observations in each age intervals in each type of contract

		age5 age recoded into 5 groups					Total
		1,00 16 to 24	2,00 25 to 34	3,00 35 to 44	4,00 45 to 54	5,00 55 y mas	
contratemp	,00 tiene						
contratotemporal	contrato indefinido	3302	22797	23803	11906	3379	65187
	1,00 tiene						
	contrato	2380	5343	2732	1197	368	12020
	temporal						
Total		5682	28140	26535	13103	3747	77207

6.1.- FROM 16 TO 24

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,541(a)	,293	,290	,58386

	β	Error	Stand. β	t	Sig.
Constant	-,841	,979		-,859	,391
Age	,865	,092	2,168	9,380	,000
Age sq	-,017	,002	-1,846	-7,982	,000
From 1 to 3 years with current employer	-,056	,020	-,036	-2,866	,004
From 3 to 6 years with current employer	,015	,023	,009	,651	,515
More than 6 years with current employer	,039	,044	,011	,896	,370
GENDER women	-,020	,017	-,014	-1,188	,235
FIRM SIZE: from 50 to 5000 workers	,169	,020	,111	8,479	,000
more than 500 workers	,241	,021	,155	11,487	,000
EDUCATION: Schule ohne abschluss verlassen	-,926	,131	-,085	-7,047	,000
Volksschul abschluss andereres	,013	,154	,001	,088	,930
Hauptschul abschluss 8 klasse	-,073	,044	-,026	-1,643	,100
Realschul abschluss Mittlere reife	-,099	,035	-,057	-2,851	,004
10 klasse	-,052	,033	-,033	-1,550	,121
Fach hoch schulreife	-,208	,066	-,041	-3,156	,002
Abschluss einer Fachoberschule	-,144	,037	-,068	-3,916	,000
Abitur	-,108	,050	-,030	-2,163	,031
Hochschulreife	-,455	,034	-,255	-13,326	,000
Promotion	-,368	,062	-,078	-5,976	,000
Temporary contract	-,273	,339	-,009	-,804	,421
Agricultura	-,319	,018	-,226	-17,908	,000
Industry	-,172	,099	-,021	-1,736	,083
Construction	,098	,018	,065	5,359	,000
	,129	,037	,042	3,457	,001

a Variable dependiente: lnWAGEGRAN logaritmo del salario anual

1.2.- FROM 25 TO 34

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,486(a)	,236	,235	,48807

	β	Error	Stand. β	t	Sig.
Constant	8,079	,371		21,768	,000
Age	,121	,025	,601	4,809	,000
Age sq	-,002	,000	-,444	-3,554	,000
From 1 to 3 years with current employer	,010	,008	,007	1,207	,228
From 3 to 6 years with current employer	,052	,008	,040	6,176	,000
More than 6 years with current employer	,040	,010	,027	4,071	,000
GENDER women	-,129	,006	-,112	-20,328	,000
FIRM SIZE: from 50 to 5000 workers	,138	,008	,115	18,389	,000
more than 500 workers	,250	,008	,211	32,545	,000
EDUCATION: Schule ohne abschluss verlassen	-,261	,067	-,021	-3,920	,000
Volksschul abschluss andereres	-,221	,079	-,015	-2,786	,005
Hauptschul abschluss 8 klasse	-,312	,015	-,117	-20,675	,000
Realschul abschluss Mittlere reife	-,298	,012	-,150	-25,573	,000
10 klasse	-,232	,011	-,127	-21,549	,000
Fach hoch schulreife	-,420	,022	-,104	-18,950	,000
Abschluss einer Fachoberschule	-,205	,011	-,107	-18,568	,000
Abitur	-,230	,017	-,073	-13,156	,000
Hochschulreife	-,259	,010	-,157	-26,545	,000
Promotion	-,164	,016	-,057	-10,361	,000
Temporary contract	,215	,017	,068	12,308	,000
Agricultura	-,296	,008	-,207	-36,493	,000
Industry	-,126	,041	-,017	-3,081	,002
Construction	,064	,007	,054	9,614	,000
	,006	,013	,002	,438	,661

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

1.3.- FROM 35 TO 44

Resumen del modelo

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,519(a)	,269	,269	,50140

	β	Error	Stand. β	t	Sig.
Constant	9,236	,678		13,629	,000
Age	,060	,035	,289	1,742	,082
Age sq	-,001	,000	-,266	-1,606	,108
From 1 to 3 years with current employer	,050	,011	,030	4,385	,000
From 3 to 6 years with current employer	,080	,010	,058	7,808	,000
More than 6 years with current employer	,095	,009	,080	10,016	,000
GENDER women	-,272	,007	-,213	-38,215	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,153	,008	,123	19,076	,000
EDUCATION: Schule ohne abschluss verlassen					
Volksschul abschluss andereres	-,402	,054	-,040	-7,395	,000
Hauptschul abschluss 8 klasse	-,432	,012	-,209	-35,475	,000
Realschul abschluss Mittlere reife	-,715	,063	-,061	-11,344	,000
10 klasse	-,365	,013	-,164	-28,244	,000
Fach hoch schulreife	-,313	,011	-,175	-29,161	,000
Abschluss einer Fachoberschule	-,559	,015	-,217	-37,892	,000
Abitur	-,286	,012	-,139	-23,904	,000
Hochschulreife	-,255	,017	-,083	-14,872	,000
Promotion	-,231	,012	-,116	-19,840	,000
Temporary contract	-,150	,017	-,050	-8,994	,000
Agricultura	,169	,015	,065	11,409	,000
Industry	-,162	,011	-,084	-14,946	,000
Construction	-,101	,042	-,013	-2,423	,015
	,083	,007	,067	11,970	,000
	,020	,013	,008	1,494	,135

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

1.4.- FROM 45 TO 54

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,529(a)	,280	,278	,49843

	β	Error	Stand. β	t	Sig.
Constant	9,077	1,529		5,935	,000
Age	,048	,062	,231	,773	,439
Age sq	,000	,001	-,195	-,653	,514
From 1 to 3 years with current employer	,068	,020	,033	3,404	,001
From 3 to 6 years with current employer	,139	,018	,082	7,700	,000
More than 6 years with current employer	,181	,015	,146	12,135	,000
GENDER women	-,264	,010	-,205	-25,839	,000
FIRM SIZE:	,179	,012	,147	15,533	,000
from 50 to 5000 workers more than 500 workers	,302	,012	,244	24,821	,000
EDUCATION:	-,455	,050	-,070	-9,117	,000
Schule ohne abschluss verlassen					
Volksschul abschluss anderes	-,385	,027	-,115	-14,244	,000
Hauptschul abschluss 8 klasse	-,385	,015	-,230	-26,113	,000
Realschul abschluss Mittlere reife	-,450	,049	-,071	-9,149	,000
10 klasse	-,317	,019	-,139	-16,767	,000
Fach hoch schulreife	-,245	,015	-,140	-16,138	,000
Abschluss einer Fachoberschule	-,572	,020	-,240	-29,112	,000
Abitur	-,202	,017	-,099	-11,828	,000
Hochschulreife	-,137	,025	-,044	-5,543	,000
Promotion	-,213	,019	-,093	-11,277	,000
Temporary contract	-,127	,024	-,041	-5,198	,000
Agricultura	,230	,026	,069	8,743	,000
Industry	-,133	,016	-,065	-8,200	,000
Construction	-,214	,066	-,025	-3,250	,001
	,080	,010	,065	8,165	,000
	,003	,020	,001	,175	,861

a Variable dependiente: lnWAGEGRAN logaritmo del salario anual

1.5.- MORE THAN 55

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,462(a)	,214	,208	,55742

	β	Error	Stand. β	t	Sig.
Constant	10,608	2,468		4,299	,000
Age	-,009	,082	-,042	-,114	,910
Age sq	,000	,001	,059	,161	,872
From 1 to 3 years with current employer	,089	,058	,029	1,534	,125
From 3 to 6 years with current employer	,077	,049	,034	1,554	,120
More than 6 years with current employer	,239	,039	,151	6,082	,000
GENDER women	-,260	,025	-,166	-10,490	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,134	,025	,104	5,266	,000
EDUCATION: Schule ohne abschluss verlassen	,270	,026	,209	10,289	,000
Volksschul abschluss andereres	-,335	,118	-,043	-2,827	,005
Hauptschul abschluss 8 klasse	-,367	,031	-,205	-11,828	,000
Realschul abschluss Mittlere reife	-,331	,038	-,143	-8,648	,000
10 klasse	-,402	,065	-,096	-6,163	,000
Fach hoch schulreife	-,289	,048	-,095	-5,973	,000
Abschluss einer Fachoberschule	-,154	,032	-,083	-4,804	,000
Abitur	-,628	,057	-,174	-11,059	,000
Hochschulreife	-,181	,035	-,087	-5,205	,000
Promotion	-,195	,050	-,062	-3,889	,000
Temporary contract	-,209	,053	-,063	-3,978	,000
Agricultura	-,125	,050	-,039	-2,486	,013
Industry	,210	,048	,070	4,358	,000
Construction	-,148	,034	-,069	-4,402	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

2.- BELGIUM: SALARY REGRESSIONS BY AGE INTERVALS

Number of observations in each age intervals in each type of contract

	age5 age recoded into 5 groups					Total
	1,00 16 to 24	2,00 25 to 34	3,00 35 to 44	4,00 45 to 54	5,00 55 y mas	
contratemp contratotemporal	1195	6320	5612	3962	929	18018
,00 tiene contrato indefinido 1,00 tiene contrato temporal	482	628	237	176	58	1581
Total	1677	6948	5849	4138	987	19599

1.2.- FROM 16 TO 24

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,497(a)	,247	,232	,53337

	β	Error	Stand. β	t	Sig.
Constant	-3,831	1,930		-1,985	,047
Age	1,164	,180	2,927	6,469	,000
Age sq	-,024	,004	-2,642	-5,838	,000
From 1 to 3 years with current employer	-,101	,034	-,069	-2,954	,003
From 3 to 6 years with current employer	-,121	,053	-,056	-2,289	,022
More than 6 years with current employer	-,092	,277	-,008	-,332	,740
GENDER women	-,154	,028	-,126	-5,473	,000
FIRM SIZE: from 50 to 5000 workers	,136	,031	,102	4,402	,000
more than 500 workers	,186	,045	,097	4,124	,000
REGION: Maaseik	,126	,137	,021	,921	,357
Namur	,053	,107	,011	,491	,624
Luxemb	-,167	,190	-,020	-,875	,382
Liege	-,077	,087	-,021	-,890	,373
Hainaut	-,013	,072	-,004	-,180	,857
BrabantW	-,070	,133	-,012	-,522	,602
Westvla	,050	,046	,030	1,094	,274
Vlaambra	-,011	,054	-,005	-,210	,834
Oostvlad	-,006	,046	-,003	-,126	,900
Limburg	-,026	,056	-,011	-,457	,648
Antwerp	,016	,042	,011	,379	,705
EDUCATION: Lagere school niet afgemaakt	-2,012	,267	-,184	-7,524	,000
Lager onderwijs	-,023	,146	-,004	-,156	,876
Lager technisch kunts beroepssec onderw	,070	,070	,027	1,000	,318
Algemeen lager secundair onderwijs	-,072	,079	-,024	-,921	,357
Hoger technnisch kunts beroepssec onderw	-,040	,052	-,026	-,763	,446
Algemeen hoger secundair onderwijs	-,068	,055	-,040	-1,253	,211
Hoger onderwijs buiten universiteit	-,054	,045	-,044	-1,212	,226
Doctorat	,042	,271	,003	,157	,875
Temporary contract	-,110	,032	-,081	-3,456	,001
Agricultura	,307	,191	,036	1,604	,109
Industry	,137	,036	,089	3,830	,000
Construction	,182	,057	,072	3,174	,002

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

2.2.- FROM 25 TO 34

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,387(a)	,150	,146	,44482

	β	Error	Stand. β	t	Sig.
Constant	8,093	,655		12,353	,000
Age	,135	,045	,801	3,021	,003
Age sq	-,002	,001	-,703	-2,655	,008
From 1 to 3 years with current employer	,038	,016	,033	2,402	,016
From 3 to 6 years with current employer	,058	,015	,055	3,810	,000
More than 6 years with current employer	,081	,018	,067	4,485	,000
GENDER women	-,174	,011	-,180	-15,404	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,085	,012	,085	6,858	,000
REGION: Maaseik	-,086	,057	-,017	-1,501	,133
Namur	-,028	,044	-,007	-,636	,525
Luxemb	-,099	,069	-,016	-1,428	,153
Liege	-,128	,031	-,048	-4,056	,000
Hainaut	-,109	,026	-,051	-4,153	,000
BrabantW	,066	,041	,019	1,607	,108
Westvla	-,052	,020	-,035	-2,621	,009
Vlaambra	-,011	,020	-,007	-,540	,589
Oostvlad	-,061	,019	-,044	-3,297	,001
Limburg	-,037	,025	-,018	-1,482	,139
Antwerp	-,051	,017	-,042	-2,986	,003
EDUCATION: Lagere school niet afgemaakt	-,239	,135	-,020	-1,761	,078
Lager onderwijs	-,390	,077	-,057	-5,033	,000
Lager technisch kunts beroepssec onderw	-,294	,033	-,108	-8,971	,000
Algemeen lager secundair onderwijs	-,307	,035	-,105	-8,821	,000
Hoger technnisch kunts beroepssec onderw	-,273	,019	-,203	-14,593	,000
Algemeen hoger secundair onderwijjs	-,222	,020	-,149	-11,154	,000
Hoger onderwijs buiten universiteit	-,134	,014	-,138	-9,272	,000
Doctorat	-,005	,062	-,001	-,073	,942
Temporary contract	-,074	,020	-,043	-3,637	,000
Agricultura	-,152	,085	-,020	-1,785	,074
Industry	,085	,014	,073	6,185	,000
Construction	,045	,024	,022	1,874	,061

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

2.3.- FROM 35 TO 44

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,466(a)	,217	,213	,49323

	β	Error	Stand. β	t	Sig.
Constant	7,357	1,414		5,203	,000
Age	,156	,072	,801	2,170	,030
Age sq	-,002	,001	-,763	-2,066	,039
From 1 to 3 years with current employer	,005	,028	,003	,191	,848
From 3 to 6 years with current employer	,047	,025	,032	1,852	,064
More than 6 years with current employer	,081	,022	,072	3,714	,000
GENDER women	-,286	,014	-,252	-20,444	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,140	,015	,122	9,297	,000
REGION: Maaseik	-,157	,049	-,039	-3,183	,001
Namur	,022	,077	,003	,293	,770
Luxemb	-,122	,035	-,044	-3,464	,001
Liege	-,163	,034	-,062	-4,832	,000
BrabantW	-,073	,062	-,014	-1,183	,237
Westvla	-,108	,024	-,065	-4,526	,000
Vlaambra	-,036	,025	-,020	-1,458	,145
Oostvlad	-,044	,024	-,027	-1,864	,062
Limburg	-,073	,030	-,033	-2,448	,014
Antwerp	-,035	,021	-,026	-1,707	,088
EDUCATION: Lagere school niet afgemaakt	-,023	,133	-,002	-,170	,865
Lager onderwijs	-,526	,059	-,110	-8,942	,000
Lager technisch kunts beroepssec onderw	-,481	,031	-,219	-15,654	,000
Algemeen lager secundair onderwijs	-,489	,034	-,197	-14,513	,000
Hoger technnisch kunts beroepssec onderw	-,409	,024	-,272	-16,931	,000
Algemeen hoger secundair onderwijs	-,368	,024	-,239	-15,166	,000
Hoger onderwijs buiten universiteit	-,206	,020	-,181	-10,128	,000
Doctorat	,127	,077	,020	1,656	,098
Temporary contract	-,159	,036	-,055	-4,455	,000
Agricultura	-,101	,132	-,009	-,766	,444
Industry	,026	,016	,021	1,662	,097
Construction	,040	,030	,016	1,347	,178

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

2.4- MORE THAN 45

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,509(a)	,259	,255	,47445

	β	Error	Stand. β	t	Sig.
Constant	12,407	,816		15,209	,000
Age	-,072	,032	-,558	-2,290	,022
Age sq	,001	,000	,579	2,377	,018
From 1 to 3 years with current employer	,105	,038	,043	2,785	,005
From 3 to 6 years with current employer	,095	,033	,051	2,895	,004
More than 6 years with current employer	,214	,026	,165	8,193	,000
GENDER women	-,329	,015	-,280	-21,701	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,085 ,167	,016 ,020	,076 ,121	5,422 8,475	,000 ,000
REGION: Maaseik	-,176	,060	-,037	-2,909	,004
Namur	-,148	,049	-,038	-2,986	,003
Luxemb	,024	,075	,004	,316	,752
Liege	-,081	,035	-,031	-2,308	,021
Hainaut	-,099	,033	-,040	-2,964	,003
BrabantW	,048	,060	,010	,802	,423
Westvla	-,106	,025	-,062	-4,178	,000
Vlaambra	-,016	,026	-,009	-,623	,534
Oostvlad	-,065	,024	-,041	-2,682	,007
Limburg	-,080	,030	-,038	-2,704	,007
Antwerp	-,051	,021	-,039	-2,380	,017
EDUCATION: Lagere school niet afgemaakt	-,593	,114	-,065	-5,178	,000
Lager onderwijs	-,519	,047	-,151	-11,149	,000
Lager technisch kunts beroepssec onderw	-,565	,030	-,305	-18,881	,000
Algemeen lager secundair onderwijs	-,508	,030	-,269	-16,794	,000
Hoger technnisch kunts beroepssec onderw	-,430	,027	-,285	-16,091	,000
Algemeen hoger secundair onderwijs	-,351	,026	-,251	-13,687	,000
Hoger onderwijs buiten universiteit	-,201	,024	-,170	-8,513	,000
Doctorat	,320	,097	,041	3,288	,001
Temporary contract	-,147	,035	-,054	-4,232	,000
Agricultura	-,237	,102	-,029	-2,325	,020
Industry	,028	,016	,023	1,732	,083
Construction	,053	,030	,022	1,763	,078

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

3.- SPAIN: SALARY REGRESSIONS BY AGE INTERVALS

Number of observations in each age intervals

	age5 age recoded into 5 groups					Total
	16 to 24	25 to 34	35 to 44	45 to 54	55 y mas	
tiene contrato indefinido	448	4883	3310	1705	367	10713
tiene contrato temporal	605	2228	584	141	17*	3575
Total	1053	7111	3894	1846	384	14288

3.1.- FROM 16 TO 24

Resumen del modelo

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,445(a)	,198	,166	,59551

	β	Error	Stand. β	t	Sig.
(Constante)	3,378	2,788		1,212	,226
AGE	,483	,260	1,204	1,858	,064
AGE sq	-,009	,006	-1,018	-1,569	,117
Antigüedad menor a un año	-,085	,043	-,064	-1,983	,048
Antigüedad de 3 a 6 años	,151	,096	,050	1,560	,119
Antigüedad mayor de 6 años	-1,762	,308	-,176	-5,714	,000
Mujer	-,182	,040	-,139	-4,499	,000
Empresa de 10 a 100 trabajadores	,094	,044	,070	2,119	,034
Empresas de más de 100 trabajadores	,289	,057	,171	5,051	,000
Aragón	,074	,127	,018	,588	,557
Asturias	-,063	,231	-,008	-,271	,787
Baleares	,107	,152	,022	,703	,482
Canarias	-,132	,115	-,036	-1,152	,250
Cantabria	-,214	,303	-,021	-,706	,480
Castilla La Mancha	,005	,140	,001	,034	,973
Castilla y León	-,220	,091	-,078	-2,413	,016
Cataluña	,036	,060	,021	,590	,555
Comunidad Valenciana	-,125	,073	-,057	-1,704	,089
Extremadura	-,165	,151	-,034	-1,097	,273
Galicia	-,134	,097	-,045	-1,378	,169
Madrid	,027	,063	,015	,424	,672
Murcia	-,211	,151	-,043	-1,402	,161
Navarra	,172	,276	,019	,624	,532
País Vasco	-,031	,122	-,008	-,250	,803
La Rioja	,436	,349	,038	1,250	,212
Sin estudios	-,615	,214	-,092	-2,874	,004
Educación primaria	,003	,088	,001	,031	,975
Educación secundaria	-,042	,086	-,019	-,485	,628
Enseñanza de bachillerato	-,084	,074	-,049	-1,134	,257
Formación profesional de grado medio	,013	,089	,005	,141	,888
Formación profesional de grado superior	-,014	,069	-,009	-,203	,839
Estudios universitarios de primer ciclo	-,028	,075	-,015	-,371	,711
Estudios de tercer ciclo	-,026	,236	-,003	-,109	,913
Contrato temporal	-,122	,042	-,092	-2,885	,004
Agricultura	,326	,204	,049	1,601	,110
Industria	,109	,064	,052	1,697	,090
Construcción	,171	,073	,073	2,357	,019

Variable dependiente: lnWAGEGRAN logaritmo del salario anual

3.2.-FROM 25 TO 35

Resumen del modelo

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,479(a)	,229	,225	,49789

	β	Error	Stand. β	t	Sig.
(Constante)	8,546	,775		11,021	,000
AGE	,057	,053	,271	1,090	,276
AGE squared	,000	,001	-,123	-,495	,621
Antigüedad menor a un año	-,012	,016	-,010	-,750	,453
Antigüedad de 3 a 6 años	,008	,017	,006	,470	,639
Antigüedad mayor a 6 años	,025	,023	,014	1,077	,281
Mujer	-,181	,013	-,160	-14,417	,000
Empresa de 10 a 100 trabajadores	,120	,015	,105	8,230	,000
Empresas de más de 100 trabajadores	,227	,017	,177	13,391	,000
Aragón	-,037	,043	-,010	-,863	,388
Asturias	-,094	,051	-,020	-1,846	,065
Baleares	-,005	,072	-,001	-,067	,947
Canarias	-,110	,040	-,031	-2,773	,006
Cantabria	-,061	,071	-,009	-,858	,391
Castilla La Mancha	-,060	,040	-,017	-1,520	,129
Castilla y León	-,090	,031	-,033	-2,923	,003
Cataluña	,067	,019	,043	3,435	,001
Comunidad Valenciana	-,085	,024	-,041	-3,485	,000
Extremadura	-,180	,062	-,032	-2,916	,004
Galicia	-,137	,030	-,053	-4,576	,000
Madrid	,052	,018	,038	2,923	,003
Murcia	-,052	,054	-,011	-,960	,337
Navarra	,124	,074	,018	1,680	,093
País Vasco	-,019	,033	-,007	-,590	,555
La Rioja	-,067	,078	-,009	-,855	,392
Ceuta y Melilla	-,420	,249	-,018	-1,684	,092
Sin estudios	-,193	,145	-,014	-1,331	,183
Educación primaria	-,374	,031	-,136	-11,965	,000
Educación secundaria	-,266	,034	-,089	-7,868	,000
Enseñanza de bachillerato	-,257	,023	-,132	-11,197	,000
FPI Formación profesional de grado medio	-,320	,033	-,109	-9,631	,000
FPII Formación profesional de grado superior	-,196	,019	-,127	-10,253	,000
Estudios universitarios de primer ciclo	-,091	,017	-,068	-5,422	,000
Estudios de tercer ciclo	,122	,025	,057	4,904	,000
Contrato temporal	-,199	,014	-,163	-13,786	,000
Agricultura	-,046	,061	-,008	-,746	,455
Industria	,064	,017	,041	3,687	,000
Construcción	,141	,023	,069	6,219	,000

Variable dependiente: InWAGEGRAN logaritmo del salario anual

3.3- FROM 35 TO 44

Resumen del modelo

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,493(a)	,243	,236	,51130

	β	Error	Stand. β	t	Sig.
(Constante)	6,791	1,798		3,778	,000
AGE	,162	,092	,793	1,762	,078
AGE squared	-,002	,001	-,760	-1,690	,091
Antigüedad menor a un año	-,025	,034	-,013	-,719	,472
Antigüedad de 3 a 6 años	,009	,030	,006	,303	,762
Antigüedad mayor a 6 años	,087	,026	,074	3,284	,001
Mujer	-,234	,019	-,188	-12,608	,000
Empresa de 10 a 100 trabajadores	,098	,021	,082	4,676	,000
Empresas de más de 100 trabajadores	,222	,023	,175	9,524	,000
Aragón	-,133	,057	-,034	-2,331	,020
Asturias	-,102	,061	-,025	-1,667	,096
Baleares	,175	,077	,033	2,262	,024
Canarias	,026	,052	,008	,502	,616
Cantabria	-,057	,113	-,007	-,504	,614
Castilla La Mancha	-,056	,056	-,015	-,998	,318
Castilla y León	-,135	,039	-,053	-3,456	,001
Cataluña	,052	,027	,032	1,942	,052
Comunidad Valenciana	-,031	,036	-,013	-,861	,389
Extremadura	-,127	,092	-,020	-1,380	,168
Galicia	-,101	,044	-,034	-2,279	,023
Madrid	,034	,025	,022	1,341	,180
Murcia	-,143	,075	-,028	-1,920	,055
Navarra	,122	,102	,017	1,201	,230
País Vasco	,032	,048	,010	,667	,505
La Rioja	-,291	,110	-,038	-2,636	,008
Ceuta y Melilla	,319	,210	,022	1,519	,129
Sin estudios	-,756	,144	-,077	-5,243	,000
Educación primaria	-,525	,033	-,266	-16,057	,000
Educación secundaria	-,408	,039	-,163	-10,381	,000
Enseñanza de bachillerato	-,365	,029	-,212	-12,652	,000
FPI Formación profesional de grado medio	-,422	,038	-,178	-11,215	,000
FPII Formación profesional de grado superior	-,361	,029	-,212	-12,501	,000
Estudios universitarios de primer ciclo	-,105	,026	-,070	-4,037	,000
Estudios de tercer ciclo	,067	,036	,029	1,848	,065
Contrato temporal	-,170	,027	-,103	-6,365	,000
Agricultura	-,030	,099	-,004	-,299	,765
Industria	,080	,023	,051	3,427	,001
Construcción	,094	,035	,040	2,691	,007

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

3.4- MORE THAN 45

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,522(a)	,272	,259	,53302

	β	Error	Stand. β	t	Sig.
(Constante)	8,431	1,269		6,643	,000
AGE	,059	,049	,417	1,204	,229
AGE squared	,000	,000	-,348	-1,005	,315
Antigüedad menor a un año	-,221	,068	-,079	-3,259	,001
Antigüedad de 3 a 6 años	,045	,061	,020	,742	,458
Antigüedad mayor a 6 años	,217	,048	,141	4,544	,000
Mujer	-,284	,028	-,199	-10,231	,000
Empresa de 10 a 100 trabajadores	,073	,029	,058	2,519	,012
Empresas de más de 100 trabajadores	,168	,032	,125	5,280	,000
Aragón	-,024	,075	-,006	-,318	,750
Asturias	-,103	,100	-,020	-1,029	,303
Baleares	-,001	,111	-,000	-,006	,995
Canarias	-,062	,077	-,015	-,800	,424
Cantabria	-,025	,100	-,005	-,253	,800
Castilla La Mancha	,022	,079	,005	,283	,777
Castilla y León	-,077	,055	-,027	-1,383	,167
Cataluña	,110	,037	,063	2,981	,003
Comunidad Valenciana	-,069	,049	-,028	-1,406	,160
Extremadura	,012	,109	,002	,106	,916
Galicia	-,157	,062	-,049	-2,517	,012
Madrid	,049	,035	,031	1,406	,160
Murcia	-,101	,114	-,017	-,887	,375
Navarra	-,190	,104	-,035	-1,825	,068
País Vasco	,032	,063	,010	,515	,607
La Rioja	-,450	,131	-,065	-3,421	,001
Ceuta y Melilla	,236	,535	,008	,442	,659
Sin estudios	-,263	,146	-,034	-1,804	,071
Educación primaria	-,562	,043	-,305	-12,943	,000
Educación secundaria	-,449	,054	-,176	-8,266	,000
Enseñanza de bachillerato	-,353	,039	-,221	-9,149	,000
FPI Formación profesional de grado medio	-,485	,052	-,202	-9,375	,000
FPII Formación profesional de grado superior	-,409	,045	-,207	-9,101	,000
Estudios universitarios de primer ciclo	-,213	,038	-,138	-5,678	,000
Estudios de tercer ciclo	,064	,060	,022	1,082	,280
Contrato temporal	-,188	,051	-,078	-3,707	,000
Agricultura	,018	,124	,003	,142	,887
Industria	,158	,031	,099	5,031	,000
Construcción	,133	,057	,045	2,339	,019

a Variable dependiente: lnWAGEGRAN logaritmo del salario anual

4.- FINLAND: SALARY REGRESSIONS BY AGE INTERVALS

Number of observations in each age intervals in each type of contract

		age5 age recoded into 5 groups					
		1,00 16 to 24	2,00 25 to 34	3,00 35 to 44	4,00 45 to 54	5,00 55 y mas	Total
contratemp	,00 tiene						
contratotemporal	contrato	695	4748	4037	2649	1045	13174
	indefinido						
	1,00 tiene						
	contrato	691	1289	507	223	69	2779
	temporal						
Total		1386	6037	4544	2872	1114	15953

4.1- FROM 16 TO 24

Resumen del modelo

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,400(a)	,160	,148	,57824

	β	Error	Stand. β	t	Sig.
Constant	2,271	2,702		,840	,401
Age	,655	,251	1,659	2,610	,009
Age sq	-,014	,006	-1,516	-2,383	,017
From 1 to 3 years with current employer	,060	,042	,041	1,446	,148
From 3 to 6 years with current employer	,131	,065	,057	2,029	,043
More than 6 years with current employer	-,272	,177	-,041	-1,530	,126
GENDER WOMEN	-,195	,036	-,154	-5,371	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,101	,039	,072	2,568	,010
EDUCATION: Mitaan tutkintoa Keskikoulu tai peruskoulu 6-9v	,138	,063	,062	2,190	,029
Ammattiopisto Lukio (3 vuotta peruskoulun lisaksi)	-,004	,152	-,001	-,027	,978
Yliopisto alempi aste kand Yliopisto ylempi aste maisteri	-,298	,078	-,121	-3,792	,000
Temporary contract Agriculture	-,095	,051	-,072	-1,836	,067
Industry	-,151	,052	-,112	-2,910	,004
Construction	-,335	,091	-,106	-3,670	,000
	,092	,113	,023	,820	,413
	-,067	,036	-,053	-1,835	,067
	,237	,206	,030	1,150	,250
	,237	,045	,154	5,241	,000
	,213	,079	,075	2,711	,007

a Variable dependiente: lnWAGEGRAN logaritmo del salario annual

4.2.- FROM 25 TO 34

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,466(a)	,217	,215	,40426

	β	Error	Stand. β	t	Sig.
Constant	7,465	,666		11,206	,000
Age	,169	,045	1,017	3,736	,000
Age sq	-,003	,001	-,898	-3,301	,001
From 1 to 3 years with current employer	-,001	,015	-,001	-,082	,935
From 3 to 6 years with current employer	,028	,015	,027	1,870	,061
More than 6 years with current employer	,013	,018	,011	,729	,466
GENDER women	-,201	,011	-,220	-17,785	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,097	,012	,101	7,874	,000
EDUCATION:					
Mitaan tutkintoa					
Kansalaiskoulu	-,004	,286	,000	-,013	,990
Keskikoulu tai peruskoulu 6-9v	-,093	,036	-,031	-2,560	,010
Ammattiopisto	-,121	,015	-,107	-8,142	,000
Lukio (3 vuotta peruskoulun lisäksi)	-,135	,019	-,087	-6,992	,000
Yliopisto alempi aste kand	-,009	,029	-,004	-,324	,746
Yliopisto ylempi aste maisteri	,175	,015	,151	11,683	,000
Tohtori	,254	,085	,035	2,973	,003
Temporary contract	-,181	,015	-,161	-12,400	,000
Agriculture	-,087	,072	-,014	-1,216	,224
Industry	,077	,013	,073	5,891	,000
Construction	,066	,030	,027	2,211	,027

a Variable dependiente: lnWAGEGRAN logaritmo del salario anual

4.3.- FROM 35 TO 44

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,499(a)	,249	,246	,37573

	β	Error	Stand. β	t	Sig.
Constant	7,671	1,244		6,168	,000
Age	,131	,063	,849	2,063	,039
Age sq	-,002	,001	-,814	-1,978	,048
From 1 to 3 years with current employer	,042	,021	,034	2,018	,044
From 3 to 6 years with current employer	,029	,019	,028	1,523	,128
More than 6 years with current employer	,021	,017	,024	1,201	,230
GENDER women	-,238	,012	-,274	-19,637	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,097	,013	,107	7,486	,000
EDUCATION:					
Mitaan tutkintoa					
Kansalaiskoulu	-,259	,092	-,038	-2,826	,005
Keskikoulu tai peruskoulu 6-9v	-,075	,029	-,035	-2,598	,009
Ammattiopisto	-,125	,015	-,121	-8,305	,000
Lukio (3 vuotta peruskoulun lisäksi)	-,104	,023	-,061	-4,467	,000
Yliopisto alempi aste kand	,164	,036	,062	4,601	,000
Yliopisto ylempi aste maisteri	,221	,018	,177	12,519	,000
Tohtori	,237	,055	,058	4,331	,000
Temporary contract	-,206	,020	-,148	-10,092	,000
Agriculture	-,148	,060	-,033	-2,466	,014
Industry	,053	,014	,053	3,756	,000
Construction	,054	,030	,024	1,794	,073

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

4.4. - MORE THAN 45

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,484(a)	,234	,230	,39921

	β	Error	Stand. β	t	Sig.
Constant	9,052	,760		11,904	,000
Age	,048	,029	,503	1,656	,098
Age sq	,000	,000	-,474	-1,562	,118
From 1 to 3 years with current employer	,066	,033	,036	2,032	,042
From 3 to 6 years with current employer	,031	,029	,021	1,065	,287
More than 6 years with current employer	,005	,024	,005	,195	,846
GENDER women	-,256	,014	-,276	-18,164	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,084	,015	,088	5,689	,000
EDUCATION: Mitaan tutkintoa Kansalaiskoulu	,131	,020	,101	6,502	,000
Keskikoulu tai peruskoulu 6-9v	-,056	,092	-,009	-6,607	,544
Ammattipisto	-,113	,031	-,054	-3,589	,000
Lukio (3 vuotta peruskoulun lisäksi)	-,090	,027	-,050	-3,325	,001
Yliopisto alempi aste kand	-,123	,017	-,114	-7,111	,000
Yliopisto ylempi aste maisteri	-,038	,027	-,021	-1,423	,155
Tohtori	,160	,032	,075	5,060	,000
Temporary contract	,303	,023	,206	13,412	,000
Agriculture	,412	,071	,084	5,815	,000
Industry	-,236	,029	-,131	-8,047	,000
Construction	-,110	,056	-,028	-1,954	,051
	,103	,017	,094	6,104	,000
	,045	,034	,019	1,311	,190

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

5.- THE NETHERLANDS: SALARY REGRESSIONS BY AGE INTERVAL

Number of observations in each age intervals in each type of contract

	age5 age recoded into 5 groups					Total
	1,00 16 to 24	2,00 25 to 34	3,00 35 to 44	4,00 45 to 54	5,00 55 y mas	
contratemp ,00 tiene contratotemporal contrato indefinido	9825	26200	22013	13435	3612	75085
1,00 tiene contrato temporal	7662	7984	3329	1464	353	20792
Total	17487	34184	25342	14899	3965	95877

5.1.- FROM 16 TO 24

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,664(a)	,441	,440	,59902

	β	Error	Stand. β	t	Sig.
Constant	-,194	,450		-,432	,666
Age	,788	,043	2,124	18,208	,000
Age sq	-,015	,001	-1,682	-14,477	,000
From 1 to 3 years with current employer	-,051	,012	-,028	-4,274	,000
From 3 to 6 years with current employer	-,085	,015	-,038	-5,569	,000
More than 6 years with current employer	-,105	,038	-,017	-2,735	,006
GENDER women	-,117	,011	-,070	-10,626	,000
Works part-time	-,524	,012	-,310	-45,158	,000
FIRM SIZE:	,054	,011	,030	4,824	,000
from 50 to 5000 workers more than 500 workers	,166	,016	,064	10,147	,000
REGION:	-,097	,030	-,021	-3,299	,001
Groningen					
Friesland	-,111	,028	-,025	-3,932	,000
Drenthe	-,070	,034	-,013	-2,085	,037
Overijssel	-,094	,021	-,030	-4,425	,000
Gelderland	-,022	,018	-,008	-1,227	,220
Flevoland	-,090	,038	-,015	-2,391	,017
Utrecht	,025	,021	,008	1,171	,242
Zuidholland	,009	,015	,004	,583	,560
Zeeland	,048	,037	,008	1,298	,194
Noordbrabant	-,043	,016	-,019	-2,635	,008
Limburg	-,062	,023	-,017	-2,638	,008
EDUCATION:	-,042	,127	-,002	-,329	,742
Basisschool niet afgemaakt					
Basisschool	-,035	,043	-,005	-,797	,425
VBO LEERLINGWEZEN	-,031	,030	-,008	-1,031	,302
VMBO MAVO ULO	-,018	,024	-,008	-,747	,455
HAVO MMS	-,055	,027	-,018	-2,055	,040
HBS	-,083	,143	-,004	-,578	,563
VWO	-,100	,032	-,024	-3,079	,002
MBO	-,010	,021	-,006	-,494	,621
HBO	-,007	,022	-,003	-,309	,757
PhD promotie	,711	,182	,024	3,907	,000
Temporary contract	-,103	,011	-,064	-9,716	,000
Agricultura	,087	,030	,018	2,907	,004
Industry	,025	,016	,010	1,566	,117
Construction	,069	,022	,020	3,116	,002

a Variable dependiente: lnWAGEGRAN logaritmo del salario anual

5.2.- FROM 25 TO 34

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,567(a)	,322	,321	,37786

	β	Error	Stand. β	t	Sig.
Constant	8,097	,250		32,337	,000
Age	,128	,017	,797	7,471	,000
Age sq	-,002	,000	-,596	-5,590	,000
From 1 to 3 years with current employer	-,014	,006	-,013	-2,318	,020
From 3 to 6 years with current employer	-,003	,006	-,003	-,439	,660
More than 6 years with current employer	,003	,007	,003	,470	,638
GENDER women	-,101	,005	-,110	-21,618	,000
Works part-time	-,370	,006	-,330	-66,279	,000
FIRM SIZE:	,064	,005	,066	13,443	,000
from 50 to 5000 workers more than 500 workers	,121	,006	,102	20,418	,000
REGION:	-,090	,012	-,035	-7,399	,000
Groningen					
Friesland	-,110	,013	-,040	-8,407	,000
Drenthe	-,069	,015	-,022	-4,709	,000
Overijssel	-,081	,009	-,043	-8,753	,000
Gelderland	-,047	,008	-,030	-5,899	,000
Flevoland	-,047	,018	-,012	-2,610	,009
Utrecht	-,010	,009	-,006	-1,132	,258
Zuidholland	-,007	,006	-,006	-1,177	,239
Zeeland	-,053	,017	-,014	-3,096	,002
Noordbrabant	-,043	,007	-,032	-6,066	,000
Limburg	-,086	,010	-,042	-8,572	,000
EDUCATION:	-,436	,068	-,029	-6,397	,000
Basisschool niet afgemaakt					
Basisschool	-,410	,022	-,089	-18,882	,000
VBO LEERLINGWEZEN	-,402	,013	-,164	-31,952	,000
VMBO MAVO ULO	-,371	,009	-,218	-39,456	,000
HAVO MMS	-,269	,012	-,117	-23,143	,000
HBS	-,141	,058	-,011	-2,431	,015
VWO	-,201	,016	-,060	-12,421	,000
MBO	-,285	,007	-,293	-42,504	,000
HBO	-,095	,007	-,096	-14,470	,000
PhD promotie	,166	,028	,028	5,953	,000
Temporary contract	-,115	,006	-,106	-19,537	,000
Agricultura	-,008	,018	-,002	-,431	,667
Industry	,027	,006	,022	4,689	,000
Construction	,052	,009	,027	5,765	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

5.3.- FROM 35 TO 44

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,676(a)	,457	,456	,41410

	β	Error	Stand. β	t	Sig.
Constant	9,514	,569		16,728	,000
Age	,057	,029	,293	1,971	,049
Age sq	-,001	,000	-,256	-1,723	,085
From 1 to 3 years with current employer	-,010	,009	-,007	-1,084	,278
From 3 to 6 years with current employer	,009	,009	,007	1,012	,311
More than 6 years with current employer	,039	,008	,034	4,761	,000
GENDER women	-,233	,007	-,206	-34,105	,000
Works part-time	-,415	,007	-,337	-57,254	,000
FIRM SIZE:	,102	,006	,088	16,725	,000
from 50 to 5000 workers more than 500 workers	,153	,007	,110	20,469	,000
REGION:	-,110	,015	-,035	-7,143	,000
Groningen					
Friesland	-,133	,016	-,041	-8,332	,000
Drenthe	-,058	,018	-,016	-3,285	,001
Overijssel	-,103	,012	-,043	-8,379	,000
Gelderland	-,051	,010	-,026	-5,000	,000
Flevoland	-,059	,022	-,013	-2,654	,008
Utrecht	,005	,012	,002	,432	,666
Zuidholland	-,012	,008	-,008	-1,500	,134
Zeeland	-,086	,022	-,019	-3,945	,000
Noordbrabant	-,058	,009	-,036	-6,562	,000
Limburg	-,088	,012	-,038	-7,423	,000
EDUCATION:	-,702	,053	-,063	-13,159	,000
Basisschool niet afgemaakt					
Basisschool	-,645	,024	-,133	-26,389	,000
VBO LEERLINGWEZEN	-,648	,014	-,265	-45,185	,000
VMBO MAVO ULO	-,579	,011	-,371	-53,242	,000
HAVO MMS	-,413	,013	-,186	-31,300	,000
HBS	-,468	,062	-,036	-7,583	,000
VWO	-,282	,020	-,074	-14,371	,000
MBO	-,469	,010	-,389	-48,778	,000
HBO	-,152	,010	-,117	-15,568	,000
PhD promotie	,094	,033	,014	2,802	,005
Temporary contract	-,116	,009	-,069	-12,466	,000
Agricultura	-,028	,022	-,006	-1,277	,202
Industry	,049	,007	,036	7,107	,000
Construction	,053	,011	,023	4,621	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

5.4.- FROM 45 TO 54

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,683(a)	,466	,465	,41515

	β	Error	Stand. β	t	Sig.
Constant	12,661	1,182		10,708	,000
Age	-,077	,048	-,381	-1,600	,110
Age sq	,001	,000	,388	1,629	,103
From 1 to 3 years with current employer	-,019	,014	-,011	-1,390	,165
From 3 to 6 years with current employer	-,014	,013	-,010	-1,117	,264
More than 6 years with current employer	,067	,011	,059	5,919	,000
GENDER women	-,252	,009	-,220	-27,906	,000
Works part-time	-,425	,010	-,341	-44,450	,000
FIRM SIZE:	,078	,008	,066	9,642	,000
from 50 to 5000 workers more than 500 workers	,137	,010	,100	14,221	,000
REGION:	-,060	,020	-,020	-3,049	,002
Groningen					
Friesland	-,072	,021	-,022	-3,405	,001
Drenthe	-,067	,024	-,018	-2,852	,004
Overijssel	-,073	,016	-,031	-4,624	,000
Gelderland	-,039	,013	-,020	-2,911	,004
Flevoland	-,060	,029	-,013	-2,057	,040
Utrecht	,041	,016	,016	2,471	,013
Zuidholland	,002	,010	,001	,163	,871
Zeeland	-,052	,026	-,013	-1,996	,046
Noordbrabant	-,043	,012	-,026	-3,645	,000
Limburg	-,079	,015	-,035	-5,205	,000
EDUCATION:	-,712	,065	-,068	-10,879	,000
Basisschool niet afgemaakt					
Basisschool	-,683	,026	-,184	-26,077	,000
VBO LEERLINGWEZEN	-,658	,018	-,314	-35,897	,000
VMBO MAVO ULO	-,534	,015	-,379	-35,101	,000
HAVO MMS	-,389	,019	-,171	-20,704	,000
HBS	-,363	,045	-,051	-8,009	,000
VWO	-,274	,029	-,064	-9,434	,000
MBO	-,440	,015	-,346	-30,132	,000
HBO	-,133	,015	-,101	-9,081	,000
PhD promotie	,130	,054	,015	2,391	,017
Temporary contract	-,144	,014	-,075	-10,627	,000
Agricultura	-,102	,032	-,020	-3,218	,001
Industry	,064	,009	,045	6,812	,000
Construction	,083	,015	,035	5,474	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

5.5.- MORE THAN 55

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,631(a)	,398	,392	,50174

	β	Error	Stand. β	t	Sig.
Constant	6,389	1,793		3,563	,000
Age	,154	,059	,667	2,603	,009
Age sq	-,001	,000	-,707	-2,760	,006
From 1 to 3 years with current employer	-,052	,040	-,020	-1,300	,194
From 3 to 6 years with current employer	,025	,034	,013	,740	,459
More than 6 years with current employer	,157	,026	,114	6,068	,000
GENDER women	-,307	,022	-,210	-13,787	,000
Works part-time	-,420	,022	-,283	-18,760	,000
FIRM SIZE:	,084	,019	,062	4,323	,000
from 50 to 5000 workers more than 500 workers	,130	,023	,084	5,741	,000
REGION:	-,074	,049	-,020	-1,517	,129
Groningen					
Friesland	-,110	,053	-,028	-2,090	,037
Drenthe	-,046	,056	-,011	-,831	,406
Overijssel	-,081	,041	-,027	-1,995	,046
Gelderland	-,033	,032	-,014	-1,011	,312
Flevoland	-,033	,085	-,005	-,385	,700
Utrecht	,007	,038	,002	,175	,861
Zuidholland	-,010	,024	-,007	-,431	,667
Zeeland	-,070	,060	-,016	-1,178	,239
Noordbrabant	-,066	,028	-,035	-2,376	,018
Limburg	-,067	,035	-,026	-1,880	,060
EDUCATION:	-,719	,113	-,086	-6,365	,000
Basisschool niet afgemaakt					
Basisschool	-,720	,049	-,241	-14,811	,000
VBO LEERLINGWEZEN	-,708	,041	-,334	-17,332	,000
VMBO MAVO ULO	-,587	,035	-,380	-16,685	,000
HAVO MMS	-,413	,049	-,135	-8,419	,000
HBS	-,299	,060	-,074	-5,014	,000
VWO	-,236	,077	-,042	-3,054	,002
MBO	-,490	,035	-,309	-13,812	,000
HBO	-,176	,034	-,117	-5,105	,000
PhD promotie	,533	,110	,065	4,849	,000
Temporary contract	-,166	,033	-,070	-4,980	,000
Agriculture	,026	,072	,005	,359	,720
Industry	,097	,021	,062	4,520	,000
Construction	,158	,033	,064	4,738	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

6.- UNITED KINGDOM: SALARY REGRESSIONS BY AGE INTERVALS

Number of observations in each age intervals in each type of contract

		age5 age recoded into 5 groups					
		1,00 16 to 24	2,00 25 to 34	3,00 35 to 44	4,00 45 to 54	5,00 55 y mas	Total
contratemp	,00 tiene						
contratotemporal	contrato	2652	7699	5686	3534	1399	20970
	indefinido						
	1,00 tiene						
	contrato	577	849	523	347	147	2443
	temporal						
Total		3229	8548	6209	3881	1546	23413

6.1- FROM 16 TO 24

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,395(a)	,156	,144	,89110

	β	Error	Stand. β	t	Sig.
(Constante)	-5,427	1,741		-3,117	,002
Age	1,302	,166	2,679	7,823	,000
Age sq	-,027	,004	-2,362	-6,888	,000
From 1 to 3 years with current employer	-,089	,038	-,042	-2,314	,021
From 3 to 6 years with current employer	-,151	,054	-,052	-2,806	,005
More than 6 years with current employer	-,244	,159	-,027	-1,538	,124
GENDER women	-,171	,034	-,087	-5,010	,000
FIRM SIZE:	,084	,038	,040	2,175	,030
from 50 to 5000 workers more than 500 workers	,196	,047	,078	4,179	,000
REGION:	-,045	,094	-,009	-4,473	,636
northeast					
northwest	-,108	,059	-,037	-1,829	,067
yorkshire	-,153	,073	-,040	-2,093	,036
eastmid	,053	,073	,014	,721	,471
westmid	-,128	,064	-,039	-1,994	,046
easteng	-,106	,073	-,028	-1,454	,146
southeast	,010	,056	,004	,181	,856
southwest	,019	,071	,005	,273	,785
wales	-,052	,096	-,010	-5,536	,592
scotland	-,162	,072	-,044	-2,266	,024
EDUCATION:	-,449	,371	-,021	-1,211	,226
nurse school playgroups					
adult literacy numeracy qualification	-,523	,402	-,022	-1,301	,194
commercial professional qualification	,176	,116	,027	1,514	,130
skillstart national certificate	-,447	,340	-,023	-1,314	,189
secondary schooling up to age 14	-,034	,150	-,004	-,227	,821
GNVQ foundation lvl	,214	,177	,021	1,212	,226
GNVQ intermedate lvl 1 and 2	,095	,077	,024	1,237	,216
GCSE SCE standard grades	,115	,060	,043	1,931	,054
GNVQ advance lvl	,112	,093	,022	1,200	,230
NVQ lvl 3	,209	,073	,057	2,851	,004
modern apprenticeships	,090	,124	,013	,724	,469
GCE advance lvl SCE higher grade	,131	,053	,057	2,453	,014
higher education access courses	-,063	,138	-,008	-4,459	,647
NVQ lvl 4 lvl 5 HCN HND diploma in higher education	,012	,082	,003	,147	,883
master degree	,035	,096	,007	,370	,711
post graduate professional	,193	,108	,032	1,790	,074
PhD doctorate	,061	,114	,010	,535	,593
PhD doctorate	,161	,449	,006	,359	,720
contratemp	-,227	,045	-,089	-5,082	,000
contratotemporal					
agriculture Agricultura	-,018	,262	-,001	-,070	,945
industry Industry	,026	,057	,008	,450	,653
construction construction	,167	,077	,038	2,167	,030

a Variable dependiente: INWAGEGRAN logaritmo del salario anual

6.2.- FROM 25 TO 34

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,271(a)	,073	,069	,74219

	β	Error	Stand. β	t	Sig.
(Constante)	7,317	,996		7,343	,000
Age	,202	,068	,757	2,959	,003
Age sq	-,003	,001	-,729	-2,850	,004
From 1 to 3 years with current employer	-,014	,021	-,008	-,643	,521
From 3 to 6 years with current employer	,037	,023	,020	1,591	,112
More than 6 years with current employer	,031	,027	,014	1,125	,261
GENDER women	-,198	,017	-,129	-11,610	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,105	,020	,065	5,287	,000
REGION: northeast	-,144	,047	-,035	-3,055	,002
northwest	-,087	,031	-,034	-2,824	,005
yorkshire	-,176	,035	-,058	-4,972	,000
eastmid	-,099	,038	-,030	-2,612	,009
westmid	-,095	,034	-,033	-2,791	,005
easteng	-,072	,037	-,023	-1,945	,052
southeast	,005	,028	,002	,186	,852
southwest	-,052	,036	-,017	-1,441	,150
wales	-,151	,046	-,037	-3,263	,001
scotland	-,167	,035	-,057	-4,828	,000
EDUCATION: nursely school playgroups	-,321	,236	-,015	-1,363	,173
adult literacy numeracy qualification	,133	,207	,007	,646	,518
commercial professional qualification	-,121	,052	-,026	-2,344	,019
skillstart national certificate	-,211	,248	-,009	-,849	,396
secondary schooling up to age 14	-,126	,082	-,017	-1,536	,124
GNVQ foundation lvl	-,322	,130	-,027	-2,470	,014
GNVQ intermedate lvl 1 and 2	-,227	,047	-,055	-4,836	,000
GCSE SCE standard grades	-,202	,031	-,080	-6,604	,000
GNVQ advance lvl	-,108	,059	-,020	-1,818	,069
NVQ lvl 3	-,151	,037	-,047	-4,031	,000
modern apprenticeships	-,113	,097	-,013	-1,168	,243
GCE advance lvl SCE higher grade	-,165	,031	-,063	-5,240	,000
higher education access courses	-,248	,062	-,044	-3,969	,000
NVQ lvl 4 lvl 5 HCN HND diploma in higher education	-,112	,035	-,038	-3,190	,001
master degree	-,042	,038	-,013	-1,091	,275
post graduate professional	,075	,032	,028	2,358	,018
PhD doctorate	,127	,033	,045	3,815	,000
contratemp	,166	,065	,028	2,531	,011
contratotemporal	-,115	,029	-,044	-3,966	,000
agriculture Agricultura	-,089	,128	-,008	-,694	,488
industry Industry	-,008	,024	-,004	-,339	,735
construction	,181	,038	,052	4,702	,000

a Variable dependiente: InWAGEGRAN logaritmo del salario anual

6.3- FROM 35 TO 44

Modelo	R	R cuadrado	R cuadrado corregida	Error tıp. de la estimación
1	,365(a)	,133	,127	,71348

	β	Error	Stand. β	t	Sig.
(Constante)	8,659	2,006		4,317	,000
Age	,093	,102	,350	,912	,362
Age sq	-,001	,001	-,363	-,948	,343
From 1 to 3 years with current employer	,077	,030	,040	2,598	,009
From 3 to 6 years with current employer	,047	,029	,025	1,599	,110
More than 6 years with current employer	,076	,026	,048	2,858	,004
GENDER women	-,268	,020	-,174	-13,545	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,134	,023	,084	5,898	,000
REGION: northeast	-,156	,050	-,042	-3,148	,002
northwest	-,125	,033	-,055	-3,797	,000
yorkshire	-,220	,040	-,076	-5,517	,000
eastmid	-,140	,043	-,045	-3,298	,001
westmid	-,085	,041	-,028	-2,076	,038
easteng	-,091	,043	-,029	-2,136	,033
southeast	,035	,033	,015	1,051	,293
southwest	-,052	,041	-,017	-1,280	,201
wales	-,032	,054	-,008	-,591	,554
scotland	-,101	,038	-,037	-2,693	,007
EDUCATION: nursely school playgroups adult literacy numeracy qualification	-,589	,254	-,029	-2,319	,020
commercial professional qualification	-,189	,110	-,069	-5,461	,000
skillstart national certificate	,566	,414	,017	1,368	,171
secondary schooling up to age 14	-,387	,060	-,086	-6,443	,000
GNVQ foundation lvl	-,512	,180	-,035	-2,840	,005
GNVQ intermedate lvl 1 and 2	-,456	,066	-,091	-6,875	,000
GCSE SCE standard grades	-,240	,034	-,119	-7,089	,000
GNVQ advance lvl	-,282	,129	-,027	-2,191	,028
NVQ lvl 3	-,300	,047	-,092	-6,454	,000
modern apprenticeships	-,259	,094	-,035	-2,752	,006
GCE advance lvl SCE higher grade	-,233	,040	-,086	-5,760	,000
higher education access courses	-,196	,057	-,046	-3,444	,001
NVQ lvl 4 lvl 5 HCN HND diploma in higher education	-,127	,039	-,050	-3,290	,001
master degree	-,097	,043	-,033	-2,247	,025
post graduate professional	,059	,045	,019	1,307	,191
PhD doctorate	,071	,042	,025	1,693	,091
contratemp	,063	,074	,011	,857	,391
contratotemporal	-,154	,036	-,055	-4,321	,000
agriculture Agricultura	-,083	,110	-,009	-,755	,450
industry Industry	,041	,025	,021	1,648	,100
construction construction	,109	,040	,034	2,695	,007

a Variable dependiente: INWAGEGRAN logaritmo del salario anual

6.4- FROM 45 TO 54

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,402(a)	,162	,152	,70588

	β	Error	Stand. β	t	Sig.
(Constante)	8,437	3,998		2,111	,035
Age	,085	,163	,316	,526	,599
Age sq	-,001	,002	-,326	-,541	,588
From 1 to 3 years with current employer	,043	,041	,021	1,058	,290
From 3 to 6 years with current employer	,048	,039	,025	1,228	,220
More than 6 years with current employer	,113	,034	,073	3,287	,001
GENDER women	-,253	,025	-,165	-10,281	,000
FIRM SIZE: from 50 to 5000 workers more than 500 workers	,122	,028	,077	4,414	,000
REGION: northeast	-,199	,062	-,052	-3,198	,001
northwest	-,146	,043	-,061	-3,381	,001
yorkshire	-,221	,049	-,077	-4,487	,000
eastmid	-,135	,051	-,045	-2,637	,008
westmid	-,155	,050	-,053	-3,093	,002
easteng	-,050	,051	-,017	-,976	,329
southeast	-,015	,041	-,007	-,366	,714
southwest	-,165	,050	-,056	-3,276	,001
wales	-,202	,069	-,048	-2,938	,003
scotland	-,152	,045	-,059	-3,350	,001
EDUCATION: nursely school playgroups adult literacy numeracy qualification	-,688	,252	-,042	-2,726	,006
commercial professional qualification	-,833	,131	-,100	-6,349	,000
skillstart national certificate	-,334	,050	-,128	-6,681	,000
secondary schooling up to age 14	-,581	,239	-,038	-2,436	,015
GNVQ foundation lvl	-,487	,058	-,151	-8,368	,000
GNVQ intermedate lvl 1 and 2	-,656	,207	-,049	-3,174	,002
GCSE SCE standard grades	-,416	,086	-,079	-4,856	,000
GNVQ advance lvl	-,326	,043	-,161	-7,539	,000
NVQ lvl 3	-,634	,207	-,047	-3,066	,002
modern apprenticeships	-,343	,061	-,099	-5,615	,000
GCE advance lvl SCE higher grade	-,309	,113	-,043	-2,721	,007
higher education access courses	-,266	,050	-,102	-5,322	,000
NVQ lvl 4 lvl 5 HCN HND diploma in higher education	-,321	,072	-,075	-4,444	,000
master degree	-,197	,049	-,078	-4,027	,000
post graduate professional	-,119	,056	-,038	-2,120	,034
PhD doctorate	,105	,061	,030	1,733	,083
contratemporal	,082	,053	,028	1,538	,124
agriculture Agricultura	,240	,110	,035	2,192	,028
industry Industry	-,231	,043	-,085	-5,380	,000
construction	-,015	,152	-,002	-,100	,920
construction	,068	,031	,035	2,214	,027
construction	,138	,054	,040	2,556	,011

a Variable dependiente: lnWAGEGRAN logaritmo del salario anual

6.5- MORE THAN 55

Modelo	R	R cuadrado	R cuadrado corregida	Error típ. de la estimación
1	,403(a)	,162	,138	,71613

	β	Error	Stand. β	t	Sig.
(Constante)	18,064	4,708		3,837	,000
Age	-,237	,157	-,896	-1,515	,130
Age sq	,002	,001	,836	1,412	,158
From 1 to 3 years with current employer	-,039	,074	-,017	-,527	,598
From 3 to 6 years with current employer	-,021	,071	-,010	-,299	,765
More than 6 years with current employer	,100	,059	,064	1,688	,092
GENDER women	-,258	,042	-,163	-6,120	,000
FIRM SIZE: from 50 to 500 workers	,041	,045	,026	,907	,365
more than 500 workers	,229	,054	,121	4,234	,000
REGION: northeast	-,098	,111	-,023	-,882	,378
northwest	-,198	,069	-,085	-2,875	,004
yorkshire	-,226	,080	-,080	-2,822	,005
eastmid	-,251	,088	-,078	-2,848	,004
westmid	-,123	,083	-,041	-1,472	,141
easteng	-,129	,084	-,043	-1,538	,124
southeast	-,150	,064	-,071	-2,340	,019
southwest	-,184	,081	-,064	-2,262	,024
wales	-,268	,100	-,072	-2,677	,008
scotland	-,166	,084	-,055	-1,970	,049
EDUCATION: nursely school playgroups	,583	,514	,028	1,134	,257
adult literacy numeracy qualification	-,633	,168	-,099	-3,762	,000
commercial professional qualification	-,246	,078	-,111	-3,147	,002
skillstart national certificate	-,822	,365	-,056	-2,256	,024
secondary schooling up to age 14	-,372	,083	-,151	-4,479	,000
GNVQ foundation lvl	-,629	,513	-,030	-1,225	,221
GNVQ intermedate lvl 1 and 2	-,538	,128	-,116	-4,211	,000
GCSE SCE standard grades	-,303	,077	-,143	-3,961	,000
GNVQ advance lvl	,152	,303	,013	,502	,615
NVQ lvl 3	-,122	,117	-,030	-1,047	,295
modern apprenticeships	-,321	,167	-,051	-1,929	,054
GCE advance lvl SCE higher grade	-,188	,090	-,065	-2,088	,037
higher education access courses	-,208	,132	-,043	-1,582	,114
NVQ lvl 4 lvl 5 HCN HND diploma in higher education	-,224	,085	-,087	-2,648	,008
master degree	,088	,107	,024	,823	,411
post graduate professional	,149	,097	,046	1,529	,127
PhD doctorate	,391	,162	,064	2,413	,016
contratemp	-,267	,072	-,096	-3,714	,000
contratotemporal					
Agriculture	,187	,243	,019	,766	,444
Industry	,034	,050	,018	,686	,493
Construction	,156	,074	,054	2,107	,035

Variable dependiente: lnWAGEGRAN logaritmo del salario anual