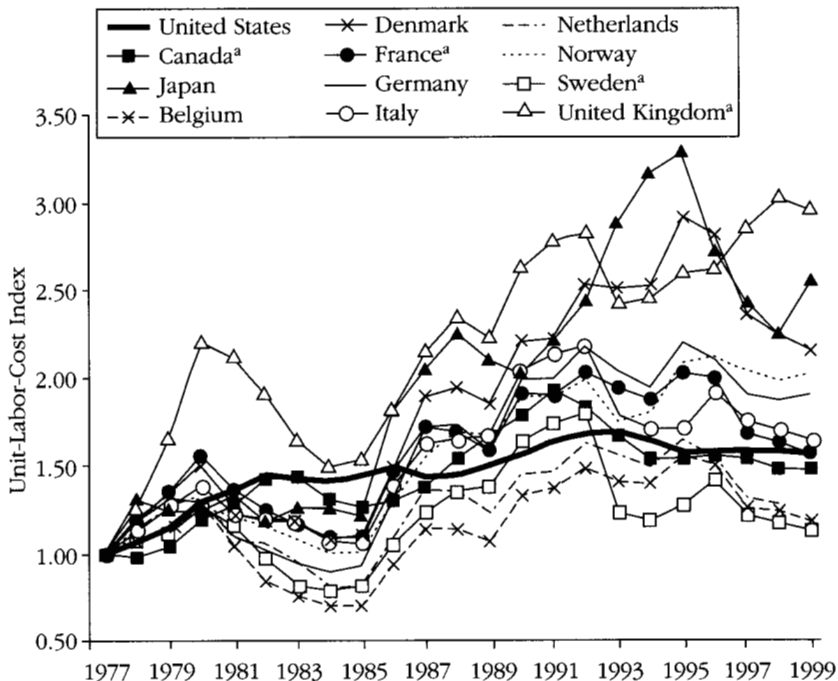


**FIGURE 2.1 Unit Labor Costs in Manufacturing in U.S. Dollars
(Exchange Rates), 1977 = 100**



Source: Accessed October 16, 2001 on BLS website at: www.bls.gov.

^aCompensation adjusted to include employment taxes.

TABLE 2.1 Standardized Unemployment Rates in Selected OECD Countries, 1973, 1984, 1995, and 1999

	1973	1984	1995	1999
Australia	2.3	8.9	8.5	7.2
Belgium	2.8	12.1	9.9	9.0
Canada	5.5	7.8	9.4	7.6
Finland	2.3	5.2	15.3	10.3
France	2.6	9.7	11.7	11.3
Germany ^a	.8	7.1	8.2	8.7
Italy	6.2	9.9	11.6	11.4
Japan	1.3	2.7	3.2	4.7
Netherlands	2.2	11.8	6.9	3.3
Norway	1.5	3.1	5.0	3.3
Spain	2.5	20.1	22.9	15.9
Sweden	2.5	3.1	8.8	7.2
United Kingdom	3.2	11.7	8.7	6.1
Non-U.S. average (unweighted)	2.7	8.7	10.0	8.2
European Union	...	...	10.7	9.2
United States	4.8	7.4	5.6	4.2

Sources: OECD (1983, 23); OECD (1989, 19); OECD (2000, 202). Data in table 2.1 © OECD; for full citation see references.

^aPrior to 1991, data are for West Germany only.

TABLE 2.2 Employment to Population (E/P) Ratios, Labor-Force-Participation (LFP) Rates, and Unemployment Rates by Gender for Persons Aged Fifteen to Sixty-Four Years, 1999

	Men			Women		
	E/P Ratio	LFP Rate	Unemployment Rate	E/P Ratio	LFP Rate	Unemployment Rate
Australia	76.5	82.7	7.5	59.9	64.5	7.2
Austria	76.7	80.5	4.7	59.7	62.7	4.8
Belgium	67.5	73.0	7.5	50.2	56.0	10.3
Canada	75.5	82.0	7.9	64.7	69.8	7.3
Denmark	81.2	85.0	4.5	71.6	76.1	5.9
Finland	68.4	75.9	9.8	63.5	71.2	10.8
France	66.8	74.4	10.3	52.9	61.3	13.7
Germany	73.1	79.7	8.3	56.5	62.3	9.3
Greece ^a	71.6	77.1	7.2	40.3	48.5	16.8
Iceland ^b	88.2	89.4	1.4	80.2	82.3	2.5
Ireland	73.5	78.3	6.1	51.3	54.3	5.5
Italy	67.1	73.7	9.0	38.1	45.6	16.4
Japan	81.0	85.3	5.0	56.7	59.5	4.7
Luxembourg	74.4	75.7	1.7	48.5	50.2	3.3
Netherlands	80.3	82.6	2.7	61.3	64.4	4.9
New Zealand	77.3	83.2	7.1	63.0	67.4	6.6
Norway ^b	82.1	85.0	3.4	73.8	76.1	3.0
Portugal	75.5	78.7	4.0	59.4	62.8	5.3
Spain ^b	69.6	78.3	11.1	38.3	49.9	23.2
Sweden ^b	74.8	80.9	7.5	70.9	76.0	6.7
Switzerland	87.2	89.6	2.7	71.8	74.5	3.6
United Kingdom ^b	78.4	84.1	6.8	64.9	68.4	5.1
Non-U.S. average (unweighted)	75.8	80.7	6.2	59.0	63.8	8.0
European Union	72.0	78.4	8.2	53.1	59.5	10.9
United States ^b	80.5	84.0	4.1	67.6	70.7	4.4

Source: OECD (2000, table B, 204–5). Data in table 2.2 © OECD; for full citation see references.

^aRefers to 1998.

^bRefers to ages sixteen to sixty-four.

TABLE 2.3 Long-Term Unemployment as a Percentage of Total Unemployment, 1999 (Ages Fifteen and Over)

	Men		Women	
	Six Months +	Twelve Months +	Six Months +	Twelve Months +
Australia	50.9	31.8	44.9	25.8
Austria	40.2	28.1	56.9	36.1
Belgium	73.2	60.1	73.8	60.9
Canada	23.3	12.8	18.9	10.2
Denmark	38.6	20.9	38.5	20.1
Finland	49.2	33.1	43.7	26.2
France	53.7	39.0	57.3	41.6
Germany	65.3	49.9	69.4	54.0
Greece	68.9	44.7	78.6	61.5
Iceland	13.9	6.6	24.5	15.2
Ireland	77.9	63.3	66.6	46.9
Italy	76.6	62.1	77.7	60.7
Japan	49.5	27.4	36.9	14.8
Luxembourg	61.6	38.6	47.5	27.2
Netherlands	75.1	47.7	84.9	40.4
New Zealand	42.5	23.0	34.3	17.9
Norway	17.1	7.3	15.6	6.3
Portugal	63.5	39.5	64.2	42.9
Spain	62.2	45.4	72.0	55.5
Sweden	52.2	36.3	45.6	30.1
Switzerland	59.3	40.7	62.7	39.0
United Kingdom	50.5	34.8	37.9	21.6
Non-U.S. average (unweighted)	53.0	36.1	52.4	34.3
European Union	61.8	46.2	65.6	48.9
United States	13.0	7.4	11.6	6.2

Source: OECD (2000, table G, 220). Data in table 2.3 © OECD; for full citation see references.

Note: Ages fifteen and over, except for Iceland, Spain, the United Kingdom, and the United States (sixteen and over), Finland (fifteen to sixty-four), Norway (sixteen to seventy-four), and Sweden (sixteen to sixty-four). 1998 data are used for Greece and Sweden, and 1997 data are used for Ireland.

TABLE 2.4 Unemployment Rates and Employment-to-Population (E/P) Ratios by Age for Men, 1999

	Unemployment Rate			E/P Ratio		
	Fifteen to Twenty-Four	Twenty-Five to Fifty-Four	Fifty-Five to Sixty-Four	Fifteen to Twenty-Four	Twenty-Five to Fifty-Four	Fifty-Five to Sixty-Four
Australia	14.5	5.7	6.5	62.0	85.3	57.0
Austria	5.5	4.5	5.3	59.2	89.6	41.6
Belgium	22.7	6.1	4.5	27.5	86.2	35.1
Canada	15.3	6.5	6.3	55.4	85.1	56.9
Denmark	9.5	3.7	3.2	69.5	89.3	59.9
Finland	21.0	7.9	10.9	39.3	83.4	40.1
France	24.2	9.0	8.7	24.3	85.7	38.9
Germany	9.1	7.3	12.8	50.7	87.0	48.0
Greece	21.4	5.7	2.9	34.2	89.0	55.8
Iceland ^{a,b}	4.4	.7	.9	63.3	96.4	93.2
Ireland	8.6	5.7	4.2	49.7	86.4	61.7
Italy	28.6	6.9	4.6	30.3	84.3	40.8

Japan	10.3	3.7	6.7	42.8	93.6	79.5
Luxembourg	6.2	1.4	.7	33.7	92.9	35.4
Netherlands	6.6	2.1	2.1	62.9	91.5	48.8
New Zealand	14.6	5.5	5.5	57.2	86.0	67.7
Norway ^b	9.6	2.6	1.3	60.2	89.4	73.6
Portugal	7.0	3.4	3.9	47.6	89.8	62.1
Spain ^b	21.7	9.2	9.4	41.3	84.2	52.4
Sweden ^b	14.8	6.5	7.3	44.8	84.5	67.1
Switzerland	5.6	2.2	2.5	64.1	95.1	78.9
United Kingdom ^b	14.1	5.4	6.4	63.0	86.7	59.4
Non-U.S. average (unweighted)	13.4	5.1	5.3	49.2	88.2	57.0
European Union	16.1	6.9	8.4	43.4	86.3	49.5
United States ^b	10.3	3.0	2.7	61.0	89.0	66.1

Source: OECD (2000, table C, 209–11). Data in table 2.4 © OECD; for full citation see references.

^a1998 for Iceland.

^bRefers to ages sixteen to twenty-four.

TABLE 2.5 Unemployment Rates and Employment-to-Population (E/P) Ratios by Age for Women, 1999

	Unemployment Rate			E/P Ratio		
	Fifteen to Twenty-Four	Twenty-Five to Fifty-Four	Fifty-Five to Sixty-Four	Fifteen to Twenty-Four	Twenty-Five to Fifty-Four	Fifty-Five to Sixty-Four
Australia	13.2	5.6	3.9	59.6	65.6	31.3
Austria	6.4	4.6	3.4	50.7	72.8	17.6
Belgium	22.4	9.0	8.1	23.4	66.4	14.8
Canada	12.6	6.3	5.3	53.9	73.2	37.3
Denmark	10.5	4.9	5.6	62.8	79.4	47.8
Finland	22.2	9.0	9.4	38.2	77.1	38.4
France	29.7	12.6	8.7	17.3	68.5	29.6
Germany	7.7	8.7	15.5	42.8	69.2	28.9
Greece ^a	39.3	13.9	3.7	22.2	51.6	23.6
Iceland ^b	4.4	2.1	1.9	67.0	85.1	78.8
Ireland	8.3	4.8	4.3	42.9	60.0	25.7
Italy	38.3	13.6	5.6	20.8	49.5	15.0

Japan	8.2	4.4	3.3	42.9	63.6	48.2
Luxembourg	7.4	2.9	1.5	29.5	60.2	17.5
Netherlands	8.2	4.1	3.9	62.5	69.4	21.9
New Zealand	12.8	5.3	4.2	52.0	69.6	46.3
Norway ^b	9.5	2.2	.8	55.2	81.4	61.1
Portugal	10.8	4.6	2.0	38.7	72.1	41.1
Spain ^b	37.3	21.0	11.2	26.2	47.6	19.1
Sweden ^b	13.6	5.9	5.9	42.8	80.6	61.0
Switzerland	5.7	3.2	2.8	65.4	75.1	62.2
United Kingdom ^b	10.2	4.3	3.2	58.5	72.6	39.8
Non-U.S. average (unweighted)	15.4	7.0	5.2	44.3	68.7	36.7
European Union	18.6	9.8	9.0	35.5	64.7	27.8
United States ^b	9.5	3.4	2.6	57.0	74.1	50.1

Source: OECD (2000, table C, 212–14). Data in table 2.5 © OECD; for full citation see references.

^a1998 for Greece.

^bRefers to ages sixteen to twenty-four.

TABLE 2.6 Employment-to-Population Ratios of Younger and Older Individuals Relative to the Prime Aged, 1979 and 1999

Country	1979		1999		Percentage Change, 1979 to 1999	
	Fifteen to Twenty-Four	Fifty-Five to Sixty-Four	Fifteen to Twenty-Four	Fifty-Five to Sixty-Four	Fifteen to Twenty-Four	Fifty-Five to Sixty-Four
A. Men						
Australia	.731	.735	.727	.668	-.5	-9.1
Canada	.689	.806	.651	.669	-5.5	-17.1
Finland	.651	.622	.471	.481	-27.6	-22.7
France	.510	.718	.284	.454	-44.4	-36.8
Germany	.655	.680	.583	.552	-11.0	-18.8
Ireland	.698	.820	.575	.714	-17.6	-12.9
Italy	.419	.402	.359	.484	-14.1	20.3
Japan	.442	.852	.457	.849	3.5	-.3
Netherlands	.505	.700	.687	.533	36.1	-23.8
Norway ^a	.551	.880	.673	.823	22.2	-6.4
Portugal	.758	.813	.530	.692	-30.0	-14.9
Spain ^a	.647	.819	.490	.622	-24.2	-24.0
Sweden ^a	.726	.826	.530	.794	-27.0	-3.9
Non-U.S. average (unweighted)	.614	.744	.540	.641	-12.1	-13.8
United States ^a	.729	.776	.685	.743	-6.0	-4.3

B. Women						
Australia	1.096	.406	.909	.477	-17.1	17.6
Canada	.996	.596	.736	.510	-26.1	-14.5
Finland	.607	.501	.495	.498	-18.3	-.6
France	.605	.622	.253	.432	-58.3	-30.5
Germany	1.017	.503	.618	.418	-39.2	-16.9
Ireland	1.894	.734	.715	.428	-62.2	-41.6
Italy	.765	.268	.420	.303	-45.1	13.1
Japan	.777	.812	.675	.758	-13.2	-6.6
Netherlands	1.279	.424	.901	.316	-29.6	-25.6
Norway ^a	.753	.755	.678	.751	-10.0	-.5
Portugal	.913	.635	.537	.570	-41.2	-10.2
Spain ^a	1.332	.747	.550	.401	-58.7	-46.3
Sweden ^a	.827	.668	.531	.757	-35.8	13.3
Non-U.S. average (unweighted)	.989	.590	.617	.509	-37.7	-13.7
United States ^a	.929	.685	.769	.676	-17.2	-1.3

Source: Computed from data in OECD (2000, table C, 209–14; table 5, 232–33); OECD (table B, 188–9, 1996). Data in table 2.6 © OECD; for full citation see references.

Note: 1979 and 1999 entries are the indicated groups' employment-to-population ratio divided by that for ages twenty-five to fifty-four for the same sex.

^aRefers to ages sixteen to twenty-four in 1999.

TABLE 2.7 Unemployment Rates and Employment-to-Population (E/P) Ratios by Education, Individuals Aged Twenty-Five to Sixty-Four, 1998

	Unemployment Rate			E/P Ratio		
	< Upper Secondary Education	Upper Secondary Education	Tertiary Education	< Upper Secondary Education	Upper Secondary Education	Tertiary Education
A. Men						
Australia	10.4	5.8	3.1	72.1	83.8	90.7
Austria ^a	7.0	3.3	2.3	66.7	83.2	89.8
Belgium	10.5	5.0	2.6	62.5	82.5	89.6
Canada	11.9	7.8	5.4	65.0	81.5	87.5
Denmark	4.2	3.3	2.9	73.8	83.2	90.2
Finland ^a	14.5	11.7	5.9	58.9	75.5	85.0
France	13.5	7.6	5.8	66.5	82.3	86.3
Germany	18.1	10.0	4.9	61.1	74.6	85.7
Greece ^a	4.5	5.9	5.2	80.8	83.8	85.6
Ireland	11.7	4.2	2.7	71.3	88.0	91.6
Italy	8.2	6.5	4.8	68.3	79.9	86.7
Japan	5.2	3.4	2.2	82.8	92.8	95.8
Netherlands	4.6	2.1	1.9	74.0	85.8	89.7
New Zealand	10.8	4.4	4.5	70.8	87.1	87.2

Norway ^a	4.2	2.9	1.8	75.4	88.2	92.0
Portugal	3.3	3.3	1.9	86.8	84.1	92.8
Spain	12.6	10.0	8.5	71.8	81.8	84.7
Sweden	9.8	7.7	4.2	71.9	81.8	89.2
Switzerland	6.2	2.9	2.0	84.2	91.2	94.3
United Kingdom	13.7	5.3	2.7	59.1	83.5	89.9
Non-U.S. average (unweighted)	9.2	5.7	3.8	71.2	83.7	89.2
European Union	8.8	7.4	4.7	72.5	79.3	86.6
United States	8.0	4.6	2.0	69.3	83.7	91.2
B. Women						
Australia	7.5	5.9	3.6	50.5	62.1	77.3
Austria ^a	6.5	3.6	2.9	44.7	65.9	80.7
Belgium	17.6	10.9	3.8	32.6	60.6	79.2
Canada	12.3	8.2	5.6	41.6	66.7	78.3
Denmark	10.1	6.3	3.6	50.3	74.2	84.9
Finland ^a	17.0	12.2	7.1	50.1	68.5	80.6
France	16.5	12.1	7.4	47.7	66.6	77.1
Germany	15.1	11.6	6.5	37.8	59.8	76.4
Greece ^a	10.2	15.0	10.2	36.5	45.5	73.5
Ireland	11.4	4.8	3.4	33.3	59.7	77.9

(Table continues on p. 42.)

TABLE 2.7 *Continued*

	Unemployment Rate			E/P Ratio		
	< Upper Secondary Education	Upper Secondary Education	Tertiary Education	< Upper Secondary Education	Upper Secondary Education	Tertiary Education
Italy	16.4	11.8	9.5	27.4	55.4	73.5
Japan	3.0	3.1	3.5	55.0	60.8	61.3
Netherlands	7.7	4.2	2.7	40.5	66.8	79.6
New Zealand	9.9	5.1	4.2	48.4	69.6	74.8
Norway ^a	3.8	3.4	1.6	58.5	78.2	88.3
Portugal	5.7	5.4	3.1	64.7	75.3	86.8
Spain	25.6	22.8	18.5	29.1	52.5	67.8
Sweden	11.1	6.6	3.0	59.9	78.4	88.8
Switzerland	5.3	2.7	5.2	61.4	72.5	80.2
United Kingdom	7.3	4.5	2.5	48.1	72.7	84.1
Non-U.S. average (unweighted)	11.0	8.0	5.4	45.9	65.6	78.6
European Union	13.5	11.4	7.5	34.4	60.1	76.5
United States	9.3	4.2	2.1	45.2	69.5	80.6

Source: OECD (2000, table D, 215–17). Data in table 2.7 © OECD; for full citation see references.

^aData are for 1997.

TABLE 2.8 Part-Time Employment as a Percentage of Total Employment, 1999

	Men	Women	Difference, Women–Men	Ratio, Women/Men
Australia	14.3	41.4	27.1	2.9
Austria	2.8	24.4	21.6	8.7
Belgium	7.3	36.6	29.3	5.0
Canada	10.3	28.0	17.7	2.7
Denmark	8.9	22.7	13.8	2.6
Finland	6.6	13.5	6.9	2.0
France	5.8	24.7	18.9	4.3
Germany	4.8	33.1	28.3	6.9
Greece ^a	5.3	15.4	10.1	2.9
Iceland	9.1	35.2	26.1	3.9
Ireland	7.9	31.9	24.0	4.0
Italy	5.3	23.2	17.9	4.4
Japan	13.4	39.7	26.3	3.0
Luxembourg	1.6	28.3	26.7	17.7
Netherlands	11.9	55.4	43.5	4.7
New Zealand	11.3	37.2	25.9	3.3
Norway	8.2	35.0	26.8	4.3
Portugal	5.0	14.6	9.6	2.9
Spain	2.9	16.8	13.9	5.8
Sweden	7.3	22.3	15.0	3.1
Switzerland	7.7	46.5	38.8	6.0
United Kingdom	8.5	40.6	32.1	4.8
Non-U.S. average (unweighted)	7.6	30.3	22.7	4.0
European Union	6.0	30.3	24.3	5.1
United States	8.1	19.0	10.9	2.3

Source: OECD (2000, table E, 218). Data in table 2.8 © OECD; for full citation see references.

Note: Part-time work is defined as usually working less than thirty hours on one's main job, with the following exceptions: actual hours worked for Australia, Finland, and Japan; hours worked on all jobs for Australia and Switzerland; less than thirty-five hours for Japan. Wage and salary workers for the United States.

^a1998 data are used for Greece.

TABLE 2.9 Average Annual Hours Worked per Employed Person

Country	1979	1990	1999	Difference, 1999 vs. 1979
Australia	1,904	1,869	1,864	- 40
Canada	1,836	1,790	1,777	- 59
Finland	1,837	1,728	1,727	- 110
France	1,806	1,657	1,604	- 202
Germany (West)	1,745	1,593	1,535	- 210
Iceland	N.A.	N.A.	1,873	N.A.
Japan	2,126	2,031	1,842	- 284
New Zealand	N.A.	1,820	1,842	N.A.
Norway	1,514	1,432	1,395	- 119
Spain	2,022	1,824	1,827	- 195
Sweden	1,516	1,546	1,634	118
Switzerland	N.A.	N.A.	1,579	N.A.
United Kingdom	1,815	1,767	1,720	- 95
Non-U.S. average				
1979 country sample (unweighted)	1,812	1,724	1,693	- 120
Current-year sample (unweighted)	1,812	1,732	1,709	- 103
United States	1,905	1,943	1,976	71

Source: OECD (2000, table F, 219). Data in table 2.9 © OECD; for full citation see references.

Note: 1997 is used instead of 1999 for Canada. 1998 is used instead of 1999 for Finland, France, Italy, Japan, and Switzerland.

N.A. = Not available.

TABLE 2.10 Temporary Employment as a Percentage of Total Employment in OECD Countries, 1983 and 1991

	1983	1991
Australia	21.1 ^a	19.7
Belgium	5.4	5.1
Denmark	12.5 ^b	11.9
Finland	11.1	13.1
France	3.3	10.1
Germany (West)	9.9 ^b	9.3
Greece	16.3	14.7
Ireland	6.2	8.3
Japan	10.3	10.5
Italy	6.6	5.4
Luxembourg	3.2	3.3
Netherlands	5.8	7.7
Portugal	16.9 ^a	16.5
Spain	11.3 ^c	32.2
United Kingdom	5.5	5.3
Non-U.S. average (unweighted)	8.9	11.0
United States		
Agency temporaries and short-term hires	N.A.	4.5 ^d
Agency temporaries, short-term hires, and on-call workers	N.A.	6.4 ^d

Source: For the United States: Houseman (2001) based on CPS data. For other countries: Bentolila and Dolado (1994), based on OECD data.

Note: With the exception of the United States, temporary employment includes those employed by temporary agencies and on direct fixed-term contracts.

N.A. = Not available.

^a1987.

^b1984.

^c1985.

^d1995.

**TABLE 2.11 Median Weekly Earnings, Full-Time Workers, in 1998 U.S. Dollars
(Purchasing-Power Corrected)**

	Men				Women			
	1979 to 1981	1989 to 1990	1994 to 1998	Percentage Change, 1979 to 1981 through 1994 to 1998	1979 to 1981	1989 to 1990	1994 to 1998	Percentage Change, 1979 to 1981 through 1994 to 1998
Australia	413.39	421.17	497.73	20.4	330.71	343.04	431.82	30.6
Austria	370.70	403.13	449.09	21.1	240.60	271.54	310.66	29.1
Belgium		432.10	481.79			362.80	434.33	
Canada	549.65	595.71	637.43	16.0	347.92	395.17	444.72	27.8
Germany (West)	490.55	517.68	583.69	19.0	351.86	381.71	440.69	25.2
Italy		418.49	420.12			336.97	350.10	
Japan	303.92	363.33	430.60	41.7	178.46	214.23	273.89	53.5
Netherlands		505.62	541.19			379.22	416.30	
Sweden	418.75	444.87	454.11	8.4	350.86	350.70	379.22	8.1
Switzerland		614.95	688.37			452.32	517.48	
United Kingdom	386.13	490.83	543.94	40.9	241.86	332.16	407.58	68.5
Non-U.S. Average								
1979 to 1981 sample	419.01	462.39	513.80	22.6	291.75	326.94	384.08	31.6
Current-year sample	419.01	473.44	520.73		291.75	347.26	400.62	
United States	608.98	594.16	575.75	-5.5	380.87	419.41	439.26	15.3

Source: Unpublished OECD data.

Note: For earnings definitions and exclusions, see table 2A.2. The years covered for each country are as follows: Australia (1979, 1989, 1998); Austria (1980, 1989, 1994); Belgium (1989, 1995); Canada (1981, average of 1988 and 1990, 1994); (West) Germany (1984, 1989, 1995); Italy (1989, 1996); Japan (1979, 1989, 1997); the Netherlands (1990, 1995); Sweden (average of 1978, and 1980, 1989, 1996); Switzerland (1991, 1996); United Kingdom (1979, 1989, 1998); United States (1979, 1989, 1996).

TABLE 2.12 50–10 and 90–50 Weekly Earnings Ratios, Full-Time Workers

Country	50–10				90–50			
	1979 to 1981	1989 to 1990	1994 to 1998	Percentage Change, 1979 to 1981 through 1994 to 1998	1979 to 1981	1989 to 1990	1994 to 1998	Percentage Change, 1979 to 1981 through 1994 to 1998
A. Men								
Australia	1.63	1.68	1.63	.0	1.68	1.68	1.87	11.2
Austria	1.63	1.65	1.67	2.6	1.62	1.65		
Belgium		1.41	1.38			1.60		
Canada	2.07	2.25	2.22	7.0	1.67	1.73	1.70	1.3
Finland	1.46	1.51	1.46	–.4	1.67	1.73	1.64	–1.4
France (net earnings)	1.66	1.63	1.60	–3.9	2.04	2.14	2.06	.8
Germany (West)	1.52	1.45	1.46	–4.3	1.68	1.71	1.80	7.2
Ireland			1.99				1.96	
Italy		1.40	1.40			1.62	1.74	
Japan	1.59	1.64	1.61	.8	1.63	1.73	1.73	6.3
Netherlands		1.51	1.57					
New Zealand	1.63	1.75	1.83	11.8	1.66	1.70	1.95	17.1
Spain			1.95				2.07	

Sweden	1.31	1.35	1.40	7.3	1.59	1.60	1.68	6.0
Switzerland		1.44	1.49			1.68	1.73	
United Kingdom	1.63	1.77	1.80	10.5	1.59	1.81	1.90	19.0
Non-U.S. average								
1979 to 1981 sample	1.61	1.67	1.66	3.2	1.68	1.76	1.81	7.7
Current sample	1.61	1.60	1.65	2.4	1.68	1.72	1.83	8.9
United States	1.95	2.14	2.21	13.0	1.82	2.05	2.13	16.7
B. Women								
Australia	1.59	1.64	1.57	-1.4	1.51	1.59	1.34	-10.9
Austria	1.93	1.93	2.03	5.4	1.74	1.79		
Belgium		1.40	1.47			1.56		
Canada	2.12	2.26	2.25	6.3	1.76	1.80	1.78	0.8
Finland	1.40	1.38	1.32	-5.6	1.47	1.57	1.55	5.6
France (net earnings)	1.59	1.65	1.56	-2.0	1.70	1.71	1.71	.4
Germany (West)	1.79	1.75	1.60	-10.6	1.73	1.59	1.64	-5.2
Ireland			1.92				1.94	
Italy		1.32	1.30			1.55	1.64	
Japan	1.42	1.42	1.43	0.3	1.54	1.65	1.60	3.5
Netherlands		1.67	1.63					
New Zealand	1.58	1.69	1.67	6.1	1.54	1.55	1.68	9.3

(Table continues on p. 58.)

TABLE 2.12 *Continued*

Country	50-10				90-50			
	1979 to 1981	1989 to 1990	1994 to 1998	Percentage Change, 1979 to 1981 through 1994 to 1998	1979 to 1981	1989 to 1990	1994 to 1998	Percentage Change, 1979 to 1981 through 1994 to 1998
Spain			2.07				2.07	
Sweden	1.24	1.29	1.34	7.5	1.35	1.38	1.43	5.5
Switzerland		1.69	1.55			1.57	1.56	
United Kingdom	1.50	1.60	1.69	12.8	1.60	1.83	1.83	14.3
Non-U.S. average								
1979 to 1981 sample	1.62	1.66	1.65	1.9	1.59	1.63	1.62	1.9
Current sample	1.62	1.62	1.65	2.1	1.59	1.63	1.67	5.1
United States	1.65	1.87	1.96	18.6	1.76	2.01	2.13	20.8

Source: Unpublished OECD data.

Note: For earnings definitions and exclusions, see table 2A.2. The years covered for each country are as follows: Australia (1979, 1989, 1998); Austria (1980, 1989, 1994); Belgium (1989, 1995); Canada (1981, average of 1988 and 1990, 1994); France (1979, 1989, 1996); Finland (1980, 1989, 1996); (West) Germany (1984, 1989, 1995); Ireland (1994); Italy (1989, 1996); Japan (1979, 1989, 1997); Netherlands (1990, 1995); New Zealand (1984, average of 1988 and 1990, 1997); Spain (1995); Sweden (average of 1978, and 1980, 1989, 1996); Switzerland (1991, 1996); United Kingdom (1979, 1989, 1998); United States (1979, 1989, 1996).

TABLE 2.13 Female-to-Male Median Weekly Earnings Ratio, Full-Time Workers

Country	1979	1989	1994	Change, 1979 to 1981 Through 1994 to 1998	
	to 1981	to 1990	to 1998	Absolute	Percentage
Australia	80.0	81.4	86.8	6.8	8.4
Austria	64.9	67.4	69.2	4.3	6.6
Belgium		84.0	90.1		
Canada	63.3	66.3	69.8	6.5	10.2
Finland	73.4	76.4	79.9	6.5	8.8
France (net earnings)	79.9	84.7	89.9	10.0	12.5
Germany (West)	71.7	73.7	75.5	3.8	5.3
Ireland			74.5		
Italy		80.5	83.3		
Japan	58.7	59.0	63.6	4.9	8.3
Netherlands		75.0	76.9		
New Zealand	73.4	75.9	81.4	8.0	10.9
Spain			71.1		
Sweden	83.8	78.8	83.5	−.3	−.3
Switzerland		73.6	75.2		
United Kingdom	62.6	67.7	74.9	12.3	19.6
Non-U.S. average					
1979 to 1981 sample	71.2	73.1	77.4	6.3	8.8
Current sample	71.2	74.6	77.8	6.7	9.4
United States	62.5	70.6	76.3	13.8	22.0

Source: Blau and Kahn (2000c, 92).

Note: For earnings definitions and exclusions, see table 2A.2. The years covered for each country are as follows: Australia (1979, 1989, 1998); Austria (1980, 1989, 1994); Belgium (1989, 1995); Canada (1981, average of 1988 and 1990, 1994); France (1979, 1989, 1996); Finland (1980, 1989, 1996); (West) Germany (1984, 1989, 1995); Ireland (1994); Italy (1989, 1996); Japan (1979, 1989, 1997); Netherlands (1990, 1995); New Zealand (1984, average of 1988 and 1990, 1997); Spain (1995); Sweden (average of 1978 and 1980, 1989, 1996); Switzerland (1991, 1996); United Kingdom (1979, 1989, 1998); United States (1979, 1989, 1996).

TABLE 2A.1 Unemployment Rates and Employment-to-Population (E/P) Ratios by Age, 1979

	Unemployment Rate			E/P Ratio		
	Fifteen to Twenty-Four	Twenty-Five to Fifty-Four	Fifty-Five to Sixty-Four	Fifteen to Twenty-Four	Twenty-Five to Fifty-Four	Fifty-Five to Sixty-Four
A. Men						
Australia	11.0	2.9	3.1	67.0	91.7	67.4
Canada	13.1	4.7	4.5	62.3	90.4	72.9
Finland	11.1	5.4	3.6	56.8	87.3	54.3
France	9.3	3.2	4.1	47.6	93.3	67.0
Germany (West)	2.9	2.0	5.5	60.9	93.0	63.2
Ireland	10.0	6.6	6.5	62.0	88.8	72.8
Italy	21.3	1.9	2.0	38.3	91.5	36.8
Japan	3.6	1.6	4.4	42.3	95.7	81.5
Netherlands	7.3	2.9	3.3	45.6	90.3	63.2
Norway	5.7	0.6	1.0	50.8	92.2	81.1
Portugal	10.2	2.4	0.3	70.3	92.8	75.4
Spain	17.7	5.7	5.0	58.3	90.1	73.8
Sweden	4.7	1.3	1.8	68.4	94.2	77.8
Non-U.S. average (unweighted)	9.8	3.2	3.5	56.2	91.6	68.2
United States	11.4	3.4	2.7	66.5	91.2	70.8

B. Women

Australia	13.6	5.1	2.3	53.5	48.8	19.8
Canada	12.6	7.3	4.9	54.0	54.2	32.3
Finland	10.5	4.3	5.5	47.2	77.8	39.0
France	18.6	5.5	5.1	36.0	59.5	37.0
Germany (West)	5.2	3.8	5.9	54.2	53.3	26.8
Ireland	8.1	4.5	4.4	49.8	26.3	19.3
Italy	30.7	7.1	7.4	27.7	36.2	9.7
Japan	3.2	1.9	1.2	42.9	55.2	44.8
Netherlands	8.9	2.8	2.7	42.2	33.0	14.0
Norway	5.6	1.2	.0	49.1	65.2	49.2
Portugal	27.3	7.3	.7	46.3	50.7	32.2
Spain	22.0	4.6	1.1	38.5	28.9	21.6
Sweden	5.3	1.6	2.2	66.0	79.8	53.3
Non-U.S. average (unweighted)	13.2	4.4	3.3	46.7	51.5	30.7
United States	12.2	5.2	3.2	54.8	59.0	40.4

Source: OECD (1996 table B, 188–9). Data in table 2A.1 © OECD; for full citation see references.

TABLE 2A.2 Earnings Definitions and Exclusions (OECD Descriptions)

Country	Earnings Definition	Workers Not Covered
Australia	Gross weekly earnings in main job (all jobs prior to 1988) of full-time employees	No exclusions
Austria	Gross daily earnings, standardized to a monthly basis, taking into account the recorded number of days of insurance contributions (excluding civil servants)	Most civil servants and all apprentices
Belgium	Gross weekly earnings of full-time workers (including civil servants)	No exclusions
Canada	Gross annual earnings of full-time, full-year workers	No exclusions
Finland	Gross annual earnings of full-time, full-year workers.	No exclusions
France	Net annual earnings of full-time, full-year workers	Agricultural and general government workers
Germany (West)	Gross monthly earnings of full-time workers	Apprentices
Ireland	Gross weekly earnings of full-time employees	Not specified
Italy	Gross monthly earnings of full-time employees	Agricultural and general government workers
Japan	Scheduled monthly earnings of regular, full-time employees	Employees in establishments with fewer than ten regular workers and all employees in the public sector, agriculture, forestry and fisheries, private household services, and foreign embassies
Netherlands	Annual earnings of full-time, full-year-equivalent workers	No exclusions
New Zealand	Usual gross weekly earnings of full-time employees	No exclusions

TABLE 2A.2 *Continued*

Country	Earnings Definition	Workers Not Covered
Spain	Gross annual earnings of full-time employees	Workers in enterprises with fewer than ten employees; workers in enterprises of NACE sectors A, B, and L to Q
Sweden	Gross annual earnings of full-year, full-time workers	No exclusions
Switzerland	Annual earnings of full-time, full-year-equivalent workers	No exclusions
United Kingdom (Great Britain only)	Gross weekly earnings of all full-time workers (on adult or junior rates of pay)	No exclusions
United States	Gross usual weekly earnings of full-time workers aged sixteen and over	No exclusions

Source: Unpublished OECD data file.

**TABLE 3.1 Union Density and Collective-Bargaining Coverage:
1980, 1990, 1994**

	Union Density			Collective-Bargaining Coverage		
	1980	1990	1994	1980	1990	1994
Australia	48	41	35	88	80	80
Austria	56	46	42		98	98
Belgium	56	51	54		90	90
Canada	36	36	38	37	38	36
Denmark	76	71	76		69	69
Finland	70	72	81	95	95	95
France	18	10	9	85	92	95
Germany	36	33	29	91	90	92
Italy	49	39	39	85	83	82
Japan	31	25	24	28	23	21
Netherlands	35	26	26	76	71	81
New Zealand	56	45	30		67	31
Norway	57	56	58		75	74
Portugal	61	32	32	70	79	71
Spain	9	13	19		76	78
Sweden	80	83	91		86	89
Switzerland	31	27	27		53	50
United Kingdom	50	39	34	70	47	47
Non-U.S. average						
Current sample	48	41	41	73	73	71
1980 sample	48	41	41	73	70	70
United States	22	16	16	26	18	18

Source: OECD (1997, table 3.3, 71). Data in table 3.1 © OECD; for full citation see references.

TABLE 3.2 Characteristics of Wage-Setting Institutions: 1980, 1990, 1994

	Centralization			Coordination		
	1980	1990	1994	1980	1990	1994
Australia	2+	2+	1.5	2+	2+	1.5
Austria	2+	2+	2+	3	3	3
Belgium	2+	2+	2+	2	2	2
Canada	1	1	1	1	1	1
Denmark	2+	2	2	2.5	2+	2+
Finland	2.5	2+	2+	2+	2+	2+
France	2	2	2	2-	2	2
Germany	2	2	2	3	3	3
Italy	2-	2-	2	1.5	1.5	2.5
Japan	1	1	1	3	3	3
Netherlands	2	2	2	2	2	2
New Zealand	2	1.5	1	1.5	1	1
Norway	2	2+	2+	2.5	2.5	2.5
Portugal	2-	2+	2	2-	2	2
Spain	2+	2	2	2	2	2
Sweden	3	2+	2	2.5	2+	2
Switzerland	2	2	2	2+	2+	2+
United Kingdom	2	2-	1.5	1.5	1+	1
United States	1	1	1	1	1	1

Source: OECD (1997, table 3.3, 71). Data in table 3.2 © OECD; for full citation see references.

Note: *Centralization* refers to the prevailing level at which collective bargaining takes place. *Coordination* refers to the degree of coordination among unions and among employers.

TABLE 3.3 Statutory Hourly Adult Minimum Wages in U.S. Dollars, 1997

	Exchange Rates	Purchasing-Power Parity	Relative to Full-Time Median Earnings (Percentage)
Australia	5.99	7.30	55.5
Belgium	6.77	6.40	50.4
Canada	4.53	5.33	39.6
France	6.58	5.56	57.4
Greece	2.74	3.06	51.4
Japan	4.88	3.38	30.8
Luxembourg	7.23	6.91	53.9
Netherlands	6.42	6.00	49.4
New Zealand	4.07	4.46	45.6
Portugal	1.78	2.32	64.1
Spain	2.53	2.94	32.4
Non-U.S. average	4.87	4.88	48.2
United States	5.15	5.15	38.1

Source: OECD (1998b, table 2.2, 36; table 2.3, 37); Australian Council of Trade Unions (courtesy of Grant Belchamber, senior research officer and advocate). Data in table 3.3 © OECD; for full citation see references.

Note: In countries where the minimum wage is set on a daily, weekly, or monthly basis, the figures have been converted to hourly wages assuming 8 hours per day, 40 hours per week, and 173.3 hours per month. In calculating the value of the minimum relative to overall earnings, mean hourly pay in manufacturing is used for Greece, Luxembourg, and Portugal. The Australian median refers to adult employees, and data are for 1998.

TABLE 3.4 Summary Indicators of the Strictness of Employment-Protection Legislation

	Regular Employment		Temporary Employment		Collective Dismissals, Late 1990s
	Late 1980s	Late 1990s	Late 1980s	Late 1990s	
Central and Western					
Europe					
Austria	2.6	2.6	1.8	1.8	3.3
Belgium	1.5	1.5	4.6	2.8	4.1
France	2.3	2.3	3.1	3.6	2.1
Germany	2.7	2.8	3.8	2.3	3.1
Ireland	1.6	1.6	.3	.3	2.1
Netherlands	3.1	3.1	2.4	1.2	2.8
Switzerland	1.2	1.2	.9	.9	3.9
United Kingdom	.8	.8	.3	.3	2.9
Southern Europe					
Greece	2.5	2.4	4.8	4.8	3.3
Italy	2.8	2.8	5.4	3.8	4.1
Portugal	4.8	4.3	3.4	3.0	3.6
Spain	3.9	2.6	3.5	3.5	3.1
Nordic countries					
Denmark	1.6	1.6	2.6	.9	3.1
Finland	2.7	2.1	1.9	1.9	2.4
Norway	2.4	2.4	3.5	2.8	2.8
Sweden	2.8	2.8	4.1	1.6	4.5
North America					
Canada	.9	.9	.3	.3	3.4
United States	.2	.2	.3	.3	2.9
Asia and Oceania					
Australia	1.0	1.0	.9	.9	2.6
Japan	2.7	2.7		2.1	1.5
New Zealand		1.7		.4	.4
Non-U.S. average					
Current sample	2.3	2.2	2.6	2.0	3.0
Late 1980s sample	2.3	2.2	2.6	2.0	3.0

Source: OECD (1999, table 2.5, 66). Data in table 3.4 © OECD; for full citation see references.

Note: Scores range from 0 to 6, with higher numbers indicating greater strictness of regulation.

TABLE 3.5 Months of Mandated Severance Pay for No-Fault Dismissals by Tenure Category

	Nine Months		Four Years		Twenty Years	
	Late 1980s	Late 1990s	Late 1980s	Late 1990s	Late 1980s	Late 1990s
Central and Western						
Europe						
Austria	.0	.0	2.0	2.0	9.0	9.0
Belgium	.0	.0	.0	.0	.0	.0
France	.0	.0	.4	.4	2.7	2.7
Germany	.0	.0	.0	.0	.0	.0
Ireland	.0	.0	.2	.2	2.2	2.2
Netherlands	.0	.0	.0	.0	.0	.0
Switzerland	.0	.0	.0	.0	2.0	2.0
United Kingdom	.0	.0	.5	.5	2.4	2.4
Southern Europe						
Greece	.3	.3	.9	1.0	4.6	5.8
Italy	.7	.7	3.5	3.5	18.0	18.0
Portugal	3.0	3.0	4.0	4.0	20.0	20.0
Spain	.5	.5	2.6	2.6	12.0	12.0
Nordic countries						
Denmark	.0	.0	.0	.0	1.5	1.5
Finland	.0	.0	.0	.0	.0	.0
Norway	.0	.0	.0	.0	.0	.0
Sweden	.0	.0	.0	.0	.0	.0
North America						
Canada	.0	.0	.2	.2	1.3	1.3
United States	.0	.0	.0	.0	.0	.0
Asia and Oceania						
Australia	.0	.0	1.0	1.0	1.0	1.0
Japan	.0	.0	1.5	1.5	4.0	4.0
New Zealand		.0		1.5		5.0
Non-U.S. average						
Current sample	.2	.2	.9	.9	4.2	4.3
Late 1980s sample	.2	.2	.9	.9	4.2	4.3

Source: OECD (1999, table 2.2, 55). Data in table 3.5 © OECD; for full citation see references.

TABLE 3.6 Regulation of Fixed-Term Contracts

	Contractual Freedom Indicator (1 to 3)		Maximum Number of Successive Contracts		Maximum Cumulated Duration (Months)	
	Late 1980s	Late 1990s	Late 1980s	Late 1990s	Late 1980s	Late 1990s
Central and Western Europe						
Austria	2.5	2.5	1.5	1.5	No limit	No limit
Belgium	.0	2.0	1.0	4.0	24.0	30.0
France	1.0	1.0	3.0	2.0	24.0	18.0
Germany	2.0	2.5	1.0	4.0	18.0	24.0
Ireland	3.0	3.0	No limit	No limit	No limit	No limit
Netherlands	3.0	3.0	1.0	3.0	No limit	No limit
Switzerland	3.0	3.0	1.5	1.5	No limit	No limit
United Kingdom	3.0	3.0	No limit	No limit	No limit	No limit
Southern Europe						
Greece	.0	.0	2.5	2.5	No limit	No limit
Italy	.5	1.0	1.5	2.0	9.0	15.0
Portugal	2.0	2.0	3.0	3.0	30.0	30.0
Spain	2.0	1.0	6.0	3.0	36.0	36.0
Nordic countries						
Denmark	3.0	3.0	1.5	1.5	No limit	No limit
Finland	1.0	1.0	1.5	1.5	No limit	No limit
Norway	1.0	1.0	1.5	1.5	No limit	No limit
Sweden	2.0	2.5	2.0	No limit		12.0
North America						
Canada	3.0	3.0	No limit	No limit	No limit	No limit
United States	3.0	3.0	No limit	No limit	No limit	No limit
Asia and Oceania						
Australia	3.0	3.0	1.5	1.5	No limit	No limit
Japan		2.5	2.5	2.5		No limit
New Zealand		3.0		5.0		No limit
Non-U.S. average						
Current sample	1.9	2.2				
Late-1980s sample	1.9	2.1				

Source: OECD (1999, table 2.3, 62). Data in table 3.6 © OECD; for full citation see references.

Note: The contractual-freedom indicator is defined as follows: 0 = allowed only for material reasons (that is, task requires only fixed duration); 1 = specific exemptions exist in case of employer need (for example, launching a new venture) or employee need (for example, searching for a first job); 2 = when specific exemptions exist on both employee and employer sides; 3 = no restrictions other than duration and number of successive contracts.

TABLE 3.7 Characteristics of Unemployment-Insurance (UI) Systems and Active Labor-Market Policies

	UI System				Spending on Active Labor-Market Policies, 1991
	Replacement Ratio			Maximum Duration (Years), 1989 to 1994	
	1971	1981	1991		
Australia	19	33	38	Indefinite	3.2
Austria	29	42	44	2	8.3
Belgium	35	45	43	Indefinite	14.6
Canada	36	44	51	1	5.9
Denmark	63	67	61	2.5	10.3
Finland	63	34	53	2	16.4
France	58	55	57	3	8.8
Germany (West)	42	40	40	Indefinite	25.7
Greece	50	50	50	1	
Ireland	32	56	41	Indefinite	9.1
Italy	10	4	15	.5	10.3
Japan	45	47	46	.5	4.3
Netherlands	80	80	70	2	6.9
New Zealand	38	37	33	Indefinite	6.8
Norway	36	60	60	1.5	14.7
Portugal	0	44	65	.8	18.8
Spain	36	74	66	3.5	4.7
Sweden	38	64	83	1.2	59.3
Switzerland	26	68	77	1	8.2
United Kingdom	47	39	24	Indefinite	6.4
Non-U.S. average (unweighted)	39	49	51		13.3
United States	32	35	31	.5	3.0

Sources: Nickell and Layard (1999, 3045); Blöndal and Pearson (1995, 141–42).

Notes: UI replacement ratios are for the first three months of unemployment for the average worker. Active-labor-market-policy spending per unemployed worker as a percentage of GDP per member of the labor force. Benefit duration for Greece is measured as of 1991.

TABLE 3.8 Retirement-System Characteristics, 1992

	Age Eligible for Normal Retirement Benefits		Integration of UI and Pension Systems?	Reduced Benefits Available for Early Retirees Without Long Service?	Full Benefits Available for Early Retirees with Long Service?
	Men	Women			
Australia	65	60	Yes	No	No
Germany	65	65	Yes	No	Yes
United Kingdom	65	60	Yes	No	No
Austria	65	60	Yes	No	Yes
Italy	60	55	No	No	Yes
Switzerland	65	62	No	No	No
Netherlands	65	65	Yes	No	No
Norway	67	67	No	No	No
New Zealand	61	61	No	No	No
Canada	65	65	No	Yes	No
Japan	60	58	No	No	No
Spain	65	65	No	Yes	No
Ireland	66	66	Yes	No	No
Sweden	65	65	No	Yes	No
United States	65	65	No	Yes	No

Source: OECD (1995 table 4.1, 72; table 4.3, 74). Data in table 3.8 © OECD; for full citation see references.

TABLE 5.1 Explaining U.S.–Other-Country Differences in Average Log Unemployment, 1989 to 1994

Variable	Regression Coefficient	<i>t</i> -Statistic	U.S.-Average-Variable Values	Non-U.S.-Average-Variable Values	Contribution to U.S.–Other-Country Log Unemployment Difference
Unemployment rate	...	...	6.2	8.1	...
Log (unemployment rate)	...	...	1.825	1.953	–.128
Total tax wedge (percentage)	.027	4.0	43.8	48.379	–.124
Union density (percentage)	.010	2.3	15.6	41.626	–.260
Union-coverage index (1 to 3)	.380	2.7	1.0	2.737	–.660
Coordination (2 to 6)	–.430	–6.1	2.0	4.0	.860
UI replacement ratio (percentage)	.013	3.4	50.0	57.0	–.091
UI maximum duration (years)	.100	2.2	0.5	2.395	–.190
Active labor-market policies	–.023	–3.3	3.0	12.774	.225
Owner-occupation rate (percentage)	.013	2.6	64	61.158	.037
Change in inflation (percentage)	–.210	–2.2	–0.440	–0.467	–.006
Total explained by U.S.–other-country differences in the explanatory variables					–.208

Source: Nickell and Layard (1999), with additional calculations by the authors.

Note: The countries are Australia, Austria, Belgium, Canada, Denmark, Finland, France, West Germany, Ireland, Italy, Japan, the Netherlands, New Zealand, Norway, Portugal, Spain, Sweden, Switzerland, the United Kingdom, and the United States. Based on regression results presented in Nickell and Layard (1999).

With the exception of the change in inflation, variable means are available in Nickell and Layard (1999); variables are defined as follows: *total tax wedge* = sum of payroll-tax rate, income-tax rate, and consumption-tax rate; *union density* = percentage of wage and salary workers who were union members; *union-coverage index* ranges from a low of 1 to a high of 3; *coordination* combines labor and management coordination indexes and ranges from 2 to 6; *UI replacement ratio* = percentage of the average worker's wages replaced by the UI system; *UI maximum duration* = maximum number of years of UI benefits (4 = indefinite); *active labor-market policies* = spending per unemployed worker as a percentage GDP per member of the labor force; *owner-occupation rate* = percentage of households that were owner occupied (1990); *change in inflation* = average annual change in the inflation rate (1988 to 1994), taken from the BLS website (www.bls.gov); the non-U.S. average includes all countries except Finland, Ireland, Portugal, and New Zealand.

TABLE 5.2 Data on Institutions, Unemployment Rates, and Macroeconomic Shocks from 1970 to 1975 Through 1995 to 1996, Ten OECD Countries

Variable	1970 to 1975		1995 to 1996		Change, 1970 to 1975 Through 1995 to 1996	
	Non-U.S. Average	U.S.	Non-U.S. Average	U.S.	Non-U.S. Average	U.S.
Unemployment rate	.029	.054	.112	.055	.082	.001
Labor demand	-.011	-.005	-.057	-.070	-.046	-.065
Real long-term interest rate	.018	.020	.054	.039	.036	.019
Total-factor-productivity growth	.030	.009	.015	.002	-.016	-.007
Annual change in inflation	.005	.004	-.002	-.001	-.007	-.005
Youth-population share	.225	.243	.170	.171	-.054	-.071
Births/population fifteen to twenty-four years ago	.021	.025	.016	.015	-.005	-.009
UI replacement ratio	54.000	50.000	54.000	50.000	...	...
UI benefit duration	2.314	.500	2.3145	.500	...	...
Collective bargaining coverage	67.667	18.000	67.667	18.000	...	...

Employment-protection rank	10.889	1.000	10.889	1.000	...	...
Active-labor-market-policy spending	13.758	2.590	13.758	2.590	...	...
Union density	40.911	17.300	40.911	17.300	...	...
Labor tax rate	50.606	43.200	50.606	43.200	...	...
Coordination index	3.667	2.000	3.667	2.000	...	...

Source: Blanchard and Wolfers (2000); Bertola, Blau, and Kahn (2002).

Notes: The non-U.S. countries in the table are Australia, Canada, Finland, France, Italy, Japan, Spain, Sweden, and the United Kingdom, which were the countries for which data were available in 1970 to 1975 and 1995 to 1996. Regressions for the determinants of average unemployment over the periods 1960 to 1965 and 1995 to 1996 included these countries as well as Belgium, Denmark, Ireland, the Netherlands, New Zealand, Norway, Portugal, and West Germany. (Each country is included for the periods for which data are available.)

The variables derived from Blanchard and Wolfers (2000) are defined as follows (for further details, see the data appendix to Blanchard and Wolfers [2000]): The *real long-term interest rate* is the nominal interest on long-term government securities minus the annual rate of GDP price inflation over the last five years. *Total-factor-productivity growth* is $[\Delta y - \alpha \Delta L - (1 - \alpha) \Delta K] / \alpha$, where y , L , and K are real measures of output, total labor input, and total capital input in the business sector, and α is labor's share of national income; essentially, this is the change in output that cannot be accounted for by changes in labor or capital inputs, scaled by labor's share of income. Log labor's share is a modified version of the log of labor's share of national income, indexed to equal to zero in 1960. As discussed in more detail by Blanchard and Wolfers in their Data Appendix, the modification to labor's share takes a weighted average of current and lagged real wages, in order to allow for gradual adjustment of factor proportions to demand shifts. The *change in inflation* is the change in the average annualized rate of inflation for the GDP deflator.

The variables on youth share of the population and birth/population fifteen to twenty-four years earlier are from Bertola, Blau, and Kahn (2002) and were constructed using International Labor Organization data.

The institutional variables are from Nickell (1997) and Nickell and Layard (1999) and are averages of the 1983 to 1988 and 1989 to 1994 values; for variable descriptions, see the notes to table 5.1. In the regression analyses, the variables are defined as deviations from their all-country means, where the full eighteen-country sample is used to compute the means.

TABLE 5.3 Explaining U.S.–Other-Country Differences in the Change in the Unemployment Rate from 1970 to 1975 through 1995 to 1996

	Change in Non-U.S. Average (1)	Change in U.S. Average (2)	Difference, Other- Country– U.S. (1)–(2)	Percentage of Total Difference Explained
Actual unemployment rate	.083	.001	.082	N.A.
Predicted unemploy- ment: model includes only shocks and country dummies	.077	.055	.021	26.3
Predicted unemploy- ment: model includes country dummies, shocks, and interac- tions between shocks and institutions	.080	.029	.051	62.7

Source: Bertola, Blau, and Kahn (2002).

Note: For the regressions on which the simulations are based, see table 5A.1.

TABLE 5.4 Mean Values for Time-Varying Institutions

	Non-U.S.			U.S.		
	1970	1995	Difference, 1995 to 1970	1970	1995	Difference, 1995 to 1970
UI replacement ratio (one year)	32.41	49.30	16.89	23.74	26.92	3.18
Employment- protection index	2.06	2.13	.07	.20	.20	.00
Collective- bargaining coverage	72.22	69.22	-3.00	26.00	18.00	-8.00
Union density	40.65	40.58	-.07	26.45	15.28	-11.17
Coordination	1.97	1.92	-.06	1.00	1.00	.00

Sources: UI replacement ratio and employment-protection index: Blanchard and Wolfers (2000). Collective-bargaining coverage and coordination: OECD (1997) (original data included only 1980, 1990, and 1994; 1980 values [or earliest available] assigned to 1970, 1994 values to 1995). Union density: Visser (1996) (original data spanned 1970 to 1994; the earliest values were assigned to 1970, the latest to 1995).

Note: Non-U.S. countries include Australia, Canada, Finland, France, Italy, Japan, Spain, Sweden, and the United Kingdom.

TABLE 5A.1 Selected Regression Results for the Determinants of Unemployment with Fixed Institutions: 1960 to 1995

Explanatory Variables	Shocks Only		Shocks Interacted with Institutions	
	Coeff.	S.E.	Coeff.	Asymp. S.E.
Labor demand shift	.194	.085	.031	.037
Real interest rate	.294	.175	.234	.082
TFP growth	-.190	.178	.203	.131
Change in inflation	1.249	.594	1.061	.419
Birth/pop., fifteen to twenty-four years earlier	4.843	1.408	4.582	1.330
Interactions of shocks with				
UI replacement ratio	...	...	.050	.026
Maximum UI duration	...	...	.588	.213
Union coverage	...	...	-.065	.031
Employment protection	...	...	.248	.111
Active labor-market policies	...	...	.004	.027
Union density	...	...	.002	.023
Total labor-tax rate	...	...	.062	.035
Coordination index	...	...	.743	.375
Sample size	103		103	

Source: Bertola, Blau, and Kahn (2002).

Notes: Regressions also include country and period fixed effects. For variable definitions, see the notes to tables 5.1 and 5.2.

Following Blanchard and Wolfers (2000), all macroeconomic and demographic shock and institutions variables have been signed so that we expect a positive effect on unemployment. This means that the labor-demand-shift, TFP-growth, change-in-inflation, active-labor-market-policies, and coordination-index variables are all multiplied by -1 . The “shocks-only” model is based on an OLS regression. The “shocks-interacted-with-institutions” model is estimated with nonlinear least squares. The model assumes that the form that the shocks-institution interactions take is a linear combination of the five shocks, which is then interacted with each institution separately. The weights in this linear combination are the shock-main-effect parameters.

Specifically, each institution is interacted with a linear combination of the four macroeconomic shocks:

$$a \times \text{labor-demand shift} + b \times \text{real interest rate} + c \times \text{TFP growth} + d \times \text{change in inflation} + e \times (\text{births/population}),$$

where the parameters a , b , c , d , and e are, respectively, the main effects for labor-demand shift, real interest rate, TFP growth, change in inflation, and births/population fifteen to twenty-four years prior to the current period.

TABLE 5A.2 Selected Regression Results for the Determinants of Unemployment with Time-Varying Institutions: 1960 to 1995

Explanatory Variables	Shocks and Institutions, Main Effects Only		Shocks Interacted with Institutions	
	Coeff.	S.E.	Coeff.	Asymp. S.E.
<i>Main effects</i>				
Labor-demand shift	.3093	.0978	.1763	.0612
Real interest rate	.4242	.1408	.3828	.1179
TFP growth	.1735	.2087	.0529	.1317
Change in inflation	1.9540	.6721	2.3455	.6871
Birth/Pop., fifteen to twenty-four years earlier	.8599	1.3967	1.9944	1.1261
UI replacement ratio	.0007	.0003	.0014	.0003
Union coverage	-.0007	.0007	-.0012	.0006
Employment protection	-.0067	.0079	-.0184	.0071
Union density	.0006	.0005	.0002	.0005
Coordination index	.0164	.0196	.0164	.0197
<i>Interactions of shocks with</i>				
UI replacement ratio	...	...	.0134	.0098
Maximum UI duration	...	...	.2108	.1893
Union coverage	...	...	.0333	.0196
Employment protection	...	...	-.0714	.2155
Active labor-market policies	...	...	-.0065	.0195
Union density	...	...	-.0319	.0155
Total labor-tax rate	...	...	-.0070	.0234
Coordination index	...	...	.8268	.5139
Sample size	103		103	

Source: Bertola, Blau, and Kahn (2002).

Note: Regressions also include country fixed effects.

TABLE 6.1 Decomposition of the U.S.–Other-Country Differences in the 50–10 and 90–50 Differentials in Men’s Log Wages, 1980s

	U.S. Differential– Other-Country Differential	Measured-Characteristics Effect	Wage-Coefficients Effect	Wage-Equation- Residual Effect
A. Human-capital specification				
50–10 log wage differential				
Germany 1985 to 1988	.584	.312	– .019	.291
Britain 1985 to 1989	.446	.083	.089	.274
Austria 1985 to 1987, 1989	.649	.299	– .005	.355
Switzerland 1987	.576	.254	.053	.269
Sweden 1980	.658	.385	.034	.239
Norway 1982	.668	.331	– .013	.350
Australia 1986	.285	.069	.068	.148
Hungary 1986 to 1988	.578	.158	.038	.382
Italy 1987	.562	.246	.041	.275
Norway 1989	.816	.338	– .037	.515
Sweden 1984	.518	.225	.018	.275
Non-U.S. average (unweighted)	.576	.245	.024	.307
90–50 log wage differential				
Germany 1985 to 1988	.013	– .183	.095	.101
Britain 1985 to 1989	– .131	– .134	– .043	.046

Austria 1985 to 1987, 1989	.044	-.199	.121	.122
Switzerland 1987	-.225	-.300	.046	.029
Sweden 1980	.100	-.075	.078	.097
Norway 1982	.170	-.132	.086	.216
Australia 1986	.113	-.067	.054	.126
Hungary 1986 to 1988	-.109	-.190	.208	-.127
Italy 1987	.066	-.151	.114	.103
Norway 1989	.027	-.104	.065	.066
Sweden 1984	.158	-.190	.152	.196
Non-U.S. average (unweighted)	.021	-.157	.089	.089

B. Full specification

50–10 log wage differential

Germany 1985 to 1988	.584	.301	.067	.216
Britain 1985 to 1989	.446	.010	.192	.244
Austria 1985 to 1987, 1989	.649	.208	.144	.297
Switzerland 1987	.576	.218	.170	.188
Sweden 1980	.658	.294	.205	.159
Norway 1982	.668	.370	.057	.241
Australia 1986	.285	.127	.046	.112
Hungary 1986–1988	.578	.145	.174	.259
Italy 1987	.562	.233	.092	.237
Norway 1989	.816	.212	.129	.475
Sweden 1984	.518	.164	.104	.250
Non-U.S. average (unweighted)	.576	.207	.125	.243

(Table continues on p. 176.)

TABLE 6.1 *Continued*

	U.S. Differential- Other-Country Differential	Measured-Characteristics Effect	Wage-Coefficients Effect	Wage-Equation- Residual Effect
90-50 log wage differential				
Germany 1985 to 1988	.013	-.177	.091	.099
Britain 1985 to 1989	-.131	-.149	-.056	.074
Austria 1985 to 1987, 1989	.044	-.151	.093	.102
Switzerland 1987	-.225	-.231	-.049	.055
Sweden 1980	.100	-.091	.080	.111
Norway 1982	.170	-.191	.166	.195
Australia 1986	.113	-.129	.098	.144
Hungary 1986 to 1988	-.109	-.206	.196	-.099
Italy 1987	.066	-.108	.048	.126
Norway 1989	.027	-.132	.056	.103
Sweden 1984	.158	-.140	.132	.166
Non-U.S. average (unweighted)	.021	-.155	.078	.098

Source: Based on table 3 from Blau & Kahn, "International Differences in Male Wage Inequality," *Journal of Political Economy* 104(1996): 812-13. © University of Chicago Press.

Note: The human-capital specification includes education, potential experience and its square, and marital status as explanatory variables. The full specification includes these variables and adds a vector of one-digit industry dummy variables, a vector of one-digit occupation dummy variables, and a union-status indicator where available (union-status information was not available for Australia, Italy, or Sweden). In all cases, a U.S. equation was estimated with the same explanatory variables as the indicated country so that the decomposition could be performed. U.S. data are for 1985 to 1989.

TABLE 6.2 Estimates of the Standard Deviation of Industry Wage Effects Based on Micro Data

A. Studies Pooling Men and Women				B. Estimates for Men and Women Separately			
Study	Country	Year	S.D. of Industry Log Wage Effects	Study	Country	Year	S.D. of Industry Log Wage Effects
Krueger and Summers (1988)	United States	1984	.140	Kahn (1998b)	United States, men	1985 to 1989	.119-.128
Edin and Zetterberg (1992)	Sweden	1984	.013		United States, women	1985 to 1989	.111-.159
Barth and Zweimüller (1992)	Austria	1983	.032		Norway, men	1987	.064
	Norway	1989	.053		Norway, women	1987	.026
	United States, union	1983	.141		Germany, men	1985 to 1988	.033
	United States, nonunion	1983	.119		Germany, women	1985 to 1988	.061
Albaek et al. (1996)	Denmark	1990	.057		Austria, men	1985 to 1987, 1989	.062
	Finland	1987	.072		Austria, women	1985 to 1987, 1989	.036
	Norway	1989	.077		Britain, men	1985 to 1989	.088
	Sweden	1981	.031		Britain, women	1985 to 1989	.062
				Sweden, men	1984	.040	
				Sweden, women	1984	.003	

Source: Authors' compilation.

TABLE 6.3 Distribution of Individual Average Literacy Test Scores by Country and Gender

Country	Mean	S.D.	Percentile			Differential	
			10	50	90	50-10	90-50
A. Population							
Men							
Belgium	284.63	51.43	221.67	292.13	341.79	70.46	49.67
Britain	273.59	63.55	192.67	283.89	344.79	91.22	60.90
Canada	277.66	67.06	186.76	289.28	346.95	102.52	57.67
Ireland	264.47	59.47	185.76	273.26	329.88	87.50	56.62
Netherlands	289.13	43.97	231.60	295.47	338.00	63.87	42.53
New Zealand	273.12	57.00	200.09	279.71	340.49	79.61	60.78
Sweden	308.47	48.26	249.08	312.38	364.67	63.30	52.29
Switzerland	281.67	51.80	227.26	288.75	334.03	61.50	45.28
United States	275.60	65.54	188.13	287.05	350.89	98.92	63.85
Non-U.S. average	281.59	55.32	211.86	289.36	342.58	77.50	53.22
Women							
Belgium	270.46	57.02	194.14	282.25	334.63	88.11	52.38
Britain	261.81	58.33	187.80	267.18	329.75	79.38	62.58
Canada	281.88	60.16	204.25	288.78	349.56	84.53	60.77
Ireland	261.69	54.37	190.39	266.50	326.03	76.11	59.53
Netherlands	282.24	43.93	224.90	288.92	333.50	64.02	44.57
New Zealand	271.04	56.11	194.45	278.89	335.14	84.43	56.25
Sweden	300.17	48.70	238.98	304.97	356.93	66.00	51.95
Switzerland	271.12	50.81	212.72	278.34	324.78	65.63	46.44
United States	274.80	62.87	190.45	283.96	343.57	93.51	59.61
Non-U.S. average	275.05	53.68	205.95	281.98	336.29	76.03	54.31
B. Wage sample							
Men							
Canada	295.96	52.40	233.95	296.76	362.29	62.81	65.53
Netherlands	294.07	40.43	241.92	297.80	338.92	55.88	41.12
Sweden	311.60	46.37	256.31	313.94	365.97	57.63	52.03
Switzerland	283.79	51.32	227.65	291.01	334.86	63.36	43.85
United States	288.97	61.43	216.49	297.16	357.13	80.67	59.98
Non-U.S. average	296.35	47.63	239.96	299.88	350.51	59.92	50.63
Women							
Canada	299.11	56.19	225.92	307.46	365.08	81.53	57.62
Netherlands	300.53	34.17	251.05	303.85	340.39	52.80	36.54
Sweden	308.54	43.08	259.48	310.49	361.42	51.02	50.93
Switzerland	278.74	47.51	230.62	284.72	326.95	54.10	42.23
United States	289.56	58.79	221.53	294.54	352.88	73.01	58.34
Non-U.S. average	296.73	45.24	241.77	301.63	348.46	59.86	46.83

Source: International Adult Literacy Survey (IALS) data analyzed in Blau and Kahn (2000a).
Note: Individual scores are the average of quantitative, document, and prose test scores. Non-U.S. average is the unweighted average of the figures in the table. Wage sample includes full-time workers who worked at least twenty-six weeks.

**TABLE 6.4 Unions and Wage Dispersion, Descriptive Statistics:
1990 to 1994**

	Variance of Log Wages	Variance of Log Nonunion Wages	Variance of Log Union Wages	Union- Nonunion Log Wage Differential	Union Density
Men					
Australia	.351	.495	.199	.032	.486
West Germany	.217	.244	.172	.062	.388
Britain	.268	.331	.178	.092	.423
Austria	.237	.308	.156	.109	.485
Italy	.143	.183	.090	.121	.461
Norway	.175	.263	.113	.091	.596
New Zealand	.272	.313	.183	.033	.319
Canada	.261	.297	.173	.066	.296
Japan	.316	.381	.205	.027	.365
Ireland	.341	.387	.227	.254	.378
Sweden	.170	.365	.109	.117	.766
Non-U.S. average	.250	.324	.164	.091	.451
United States	.603	.650	.329	.224	.168
Women					
Australia	.404	.425	.369	.065	.383
West Germany	.204	.225	.124	.057	.217
Britain	.296	.313	.249	.212	.428
Austria	.230	.255	.154	.237	.374
Italy	.217	.242	.128	.230	.321
Norway	.215	.324	.144	.197	.653
New Zealand	.298	.352	.210	.119	.401
Canada	.267	.283	.211	.192	.338
Japan	.423	.409	.292	.486	.248
Ireland	.337	.384	.215	.315	.417
Sweden	.127	.315	.104	-.002	.886
Non-U.S. average	.274	.321	.200	.192	.424
United States	.652	.683	.386	.284	.133

Source: Authors' computations using International Social Survey Programme (ISSP) micro data.
Note: The following years are used: Australia (1990, 1991 and 1994); West Germany (1990 to 1993); Britain (1990 to 1994); USA (1990 to 1994); Austria (1991 to 1992, 1994); Italy (1990, 1992 to 1994); Norway (1990 to 1994); New Zealand (1991 to 1994); Canada (1992 to 1994); Japan (1993 to 1994); Ireland (1990, 1993 to 1994); Sweden (1994).

TABLE 6.5 Decomposition of the U.S.–Other-Country Differences in Log Wage Variances by Union Status, 1990 to 1994

	U.S. Variance– Other- Country Variance	Within- Sector- Variance Effect	Within- Sector- Composition Effect	Between- Sector- Wage- Differential Effect	Between- Sector- Composition Effect
Men					
Australia	.2522	.1513	.0941	.0079	.0000
West Germany	.3860	.3641	.0158	.0074	–.0002
Britain	.3347	.2905	.0391	.0064	–.0003
Austria	.3661	.3135	.0483	.0053	–.0001
Italy	.4595	.4287	.0273	.0049	–.0003
Norway	.4275	.3584	.0641	.0055	.0007
New Zealand	.3311	.3046	.0196	.0080	–.0001
Canada	.3417	.3197	.0158	.0075	–.0002
Japan	.2868	.2451	.0346	.0080	.0000
Ireland	.2618	.2358	.0336	–.0036	–.0033
Sweden	.4327	.2743	.1530	.0014	.0043
Non-U.S. average	.3527	.2987	.0496	.0053	.0000
Percentage due to	100.00	84.69	14.06	1.51	.01
Women					
Australia	.2477	.2259	.0140	.0085	–.0003
West Germany	.4482	.4316	.0085	.0089	–.0002
Britain	.3556	.3390	.0189	.0002	–.0019
Austria	.4218	.4019	.0242	–.0005	–.0034
Italy	.4354	.4167	.0214	.0014	–.0035
Norway	.4367	.3436	.0933	–.0057	.0062
New Zealand	.3540	.3105	.0381	.0067	–.0007
Canada	.3855	.3702	.0148	.0035	–.0025
Japan	.2289	.2503	.0135	–.0210	–.0137
Ireland	.3150	.2817	.0479	–.0101	–.0047
Sweden	.5245	.3562	.1590	.0093	.0000
Non-U.S. average	.3776	.3389	.0412	.0001	–.0022
Percentage due to	100.00	89.74	10.92	.03	–.59

Source: Authors' computations using ISSP microdata.

Note: For specific years of data availability, see the note to table 6.4.

TABLE 6.6 Union and Nonunion Log Wage Inequality at the Bottom and the Top of the Wage Distribution, 1990 to 1994

Country	Men				Women			
	50–10		90–50		50–10		90–50	
	Nonunion	Union	Nonunion	Union	Nonunion	Union	Nonunion	Union
Australia	.833	.447	.696	.419	.861	.592	.649	.526
West Germany	.530	.405	.532	.410	.539	.381	.587	.353
Britain	.688	.471	.707	.553	.593	.656	.786	.601
Austria	.579	.414	.651	.469	.560	.379	.585	.516
Italy	.438	.264	.446	.407	.651	.347	.557	.402
Norway	.609	.321	.449	.379	.857	.420	.491	.333
New Zealand	.711	.529	.721	.495	.765	.628	.601	.452
Canada	.745	.618	.589	.423	.620	.520	.631	.541
Japan	.615	.643	.882	.569	.839	.637	.833	.678
Ireland	.560	.648	.944	.594	.734	.418	.728	.669
Sweden	.831	.374	.762	.564	.723	.434	.610	.288
Non-U.S. average	.649	.467	.671	.480	.704	.492	.642	.487
United States	1.036	.576	.842	.531	1.110	.771	.792	.624

Source: Authors' computations using ISSP micro data. For specific years of data availability, see notes to table 6.4.

**TABLE 6.7 Union-Membership Regression Coefficients, 1980s
(Standard or Asymptotic Standard Errors in
Parentheses)**

Country and Sample	Union Effect at Various Levels in the Conditional Wage Distribution			
	All Workers	10th Percentile	50th Percentile	90th Percentile
United States				
ISSP, men	.230 (.043)	.377 (.077)	.180 (.030)	.108 (.032)
ISSP, women	.201 (.062)	.437 (.151)	.169 (.055)	.165 (.055)
PSID, men	.263 (.027)	.342 (.054)	.263 (.029)	.179 (.030)
PSID, women	.278 (.034)	.335 (.071)	.241 (.037)	.234 (.046)
CPS, men	.186 (.004)	.276 (.007)	.185 (.004)	.120 (.007)
CPS, women	.181 (.005)	.243 (.007)	.179 (.005)	.112 (.009)
Average U.S. effect: men	.226 (.025)	.332 (.046)	.209 (.021)	.136 (.023)
Average U.S. effect: women	.220 (.034)	.338 (.076)	.196 (.032)	.170 (.037)
Norway, men	.007 (.019)	.026 (.031)	.017 (.016)	.023 (.035)
Norway, women	.019 (.018)	.050 (.032)	.017 (.016)	-.0001 (.025)
Germany, men	.030 (.020)	.044 (.039)	-.002 (.021)	.017 (.025)
Germany, women	.125 (.041)	.184 (.083)	.058 (.042)	.091 (.054)
Austria, men	.061 (.025)	.133 (.028)	.043 (.026)	-.001 (.041)
Austria, women	.103 (.032)	.090 (.044)	.096 (.032)	-.002 (.028)
Britain, men	.065 (.021)	.085 (.030)	.047 (.023)	.072 (.031)
Britain, women	.076 (.026)	.133 (.041)	.075 (.018)	.040 (.054)
Average non-U.S. effect: men	.041 (.021)	.072 (.032)	.026 (.021)	.028 (.033)

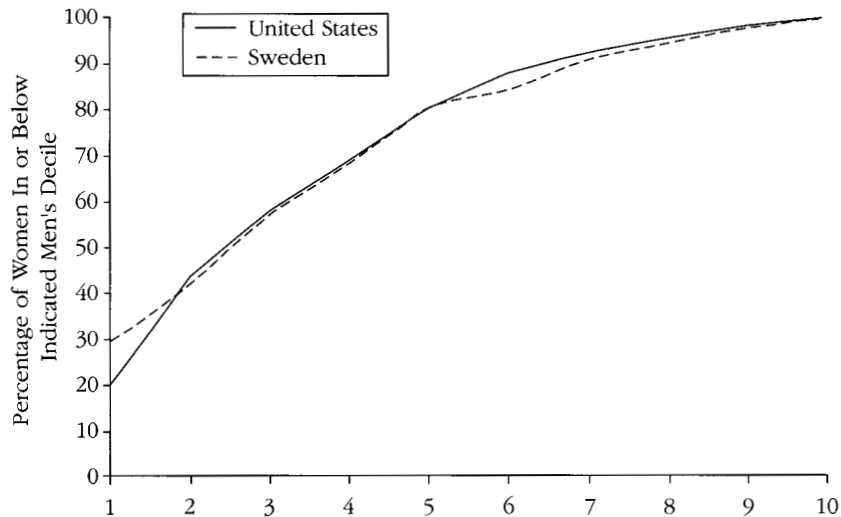
TABLE 6.7 *Continued*

Country and Sample	All Workers	Union Effect at Various Levels in the Conditional Wage Distribution		
		10th Percentile	50th Percentile	90th Percentile
Average non-U.S. effect: women	.081 (.029)	.114 (.050)	.062 (.027)	.032 (.040)

Source: Kahn (1998b).

Note: United States data sources are the following: ISSP (1985 to 1989); PSID = Michigan Panel Study of Income Dynamics (1988); and CPS = Current Population Survey (May 1989). Norwegian data come from the 1987 Level of Living Survey. Austrian (1985 to 1987, 1989), British (1985 to 1989), and West German (1985 to 1988) data come from the ISSP. The entries are based on regressions of log wages on education, potential experience and its square, marital status, and vectors of industry and occupation dummy variables in addition to union membership. The entries for "all workers" refer to OLS regression coefficients, while the entries for the 10th, 50th, and 90th percentiles come from quantile regressions.

FIGURE 7.1 Cumulative-Distribution Function, Women's Wages Relative to the Men's Wage Distribution: Sweden and the United States, 1984



Source: Blau and Kahn (1996b).

TABLE 7.1 Occupational Segregation Index by Gender, 1990

Country	Index	Country	Index
Australia	58.1	New Zealand	58.2
Austria	60.7	Norway	57.3
Canada	54.1	Spain	56.9
Finland	61.6	Sweden	58.1
France	55.6	Switzerland	63.0
West Germany	52.3	United Kingdom	56.7
Italy	44.9		
Japan	50.2	Non-U.S. average	56.5
Luxembourg	58.9	United States	46.3
Netherlands	56.7		

Source: Anker (1998). © International Labor Organization; for full citation see references.
Note: As indicated, data are for 1990, with the following exceptions: West Germany (1989); Italy (1981); New Zealand (1986); Sweden (1991); Switzerland (1980); and the United States (1991).

**TABLE 7.2 Female Wages Relative to the Male Distribution,
Actual and Wage-Distribution-Corrected Gender Wage
Ratios, 1985 to 1986 and 1993 to 1994**

	Average Female Percentile in Male Wage Distribution	Actual Female-Male Wage Ratio	Female-Male Wage Ratio at U.S. Male Wage Distribution
1985 to 1986			
Australia	33.4	.716	.555
West Germany	28.4	.702	.536
Britain	25.8	.660	.471
Austria	31.0	.718	.515
Italy	40.5	.808	.672
Non-U.S. average	31.8	.721	.550
United States	31.9	.637	.637
1993 to 1994			
Australia	34.7	.773	.667
West Germany	21.5	.693	.368
Britain	35.1	.782	.689
Austria	33.3	.797	.605
Italy	35.2	.795	.622
Non-U.S. average	32.0	.768	.590
United States	36.9	.729	.729

Source: Blau and Kahn (2000c, 94).

Note: The years covered for each country are as follows: Australia (1986, 1994); West Germany (1985 to 1986, 1993); Britain (1985 to 1986; 1993 to 1994); United States (1985 to 1986; 1993 to 1994); Austria (1985 to 1986, 1994); Italy (1986, 1993 to 1994). Earnings are corrected for weekly hours differences. For details, see Blau and Kahn (forthcoming).

TABLE 7.3 Gender Wage Ratios and Female Percentiles in the United States and Sweden, 1984

	United States	Sweden
Female-male log wage ratio		
Unadjusted	66.9	82.7
Adjusted ^a	82.2	90.9
Mean female percentile in		
Male log wage distribution	29.6	29.9
Male residual distribution ^a	36.6	37.4

Source: Blau and Kahn (1996b). Data sources are Michigan Panel Study of Income Dynamics for the United States and the Swedish HUS (Household Market and Nonmarket Activities Survey).

^aBased on hourly earnings adjusted for education, actual experience and its square, major industry, and occupation.