

Table 1. Training Incidence. All workers and by gender

	All	Males	Females
Germany	.216	.229	.199
Denmark	.516	.488	.548
Belgium	.168	.182	.150
France	.133	.136	.129
United Kingdom	.407	.425	.388
Ireland	.106	.097	.120
Italy	.079	.066	.100
Spain	.114	.104	.136
Portugal	.024	.019	.032

Note: percentage of individuals with vocational education or training organized or paid by the employer.

Table 2. Probit Model. Dependent Variable: vocational education or training organized or paid by the employer in 1995.

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# obs :	23000	9353	13647

gender	0.068* (0.027)		
Tr93	0.759** (0.034)	0.662** (0.052)	0.812** (0.044)
College	0.387** (0.042)	0.227** (0.064)	0.492** (0.056)
High Sch.	0.231** (0.032)	0.153** (0.052)	0.255** (0.042)
Age	-0.012** (0.004)	-0.014* (0.006)	-0.012* (0.005)
Exp93	0.001 (0.004)	0.006 (0.005)	-0.003 (0.005)
Marr93	0.046 (0.028)	-0.052 (0.039)	0.146** (0.040)
Ulong	-0.172** (0.057)	-0.087 (0.075)	-0.256** (0.092)
CoDum	Yes	Yes	Yes
OccDum	Yes	Yes	Yes
SecDum	Yes	Yes	Yes

R-sq	0.248	0.247	0.257
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Note: Robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. Tr93: training in 1993; Ed1 and Ed2: education dummies; Age: age in 1995; Exp93: experience in 1993; Marr93: marital status in 1993; Ulong: dummy equal to 1 if long term unemployed in the 5 years before the survey; CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.

Table 3. Country specific variables. All workers

	Ed95	Udens95	Minw	Ser95
Germany	.840	.290	.54	.600
Denmark	.620	.760	.54	.692
Belgium	.530	.529	.60	.670
France	.680	.091	.50	.714
United Kingdom	.760	.340	.40	.719
Ireland	.470	.497	.55	.660
Italy	.350	.237	.71	.593
Spain	.280	.211	.32	.609
Portugal	.200	.252	.45	.625

Note: Udens95: union density in 1995 (West Germany only for Germany). Source: OECD databank; Minw: average Kaitz index. Source: Nickell and Layard (1999); Ser95: employment share of service industries in 1995. Source: OECD, Employment Outlook 1999; Ed95: educational attainment in 1995. Source: OECD, Education at a Glance, 1995.

Table 4. Measures of wage compression

	D51	D95	D91	D51*	D95*
Germany	2.740	1.941	5.320	1.44	1.61
Denmark	1.738	1.524	2.650	1.38	1.57
Belgium	1.640	1.562	2.561	1.43	1.57
France	2.102	1.889	3.970	1.64	1.99
United Kingdom	2.391	1.865	4.461	1.79	1.86
Ireland	2.742	1.915	5.254	-	-
Italy	1.963	1.573	3.018	1.75	1.60
Spain	2.400	1.944	4.666	-	-
Portugal	1.812	2.252	4.080	1.64	2.47

Note: D51: 50-10 wage differential in 1995. Source: ECHP; D95: 90 - 50 wage differential in 1995. Source: ECHP; D91: 90 - 10 wage differential in 1995. Source: ECHP; D51*: 50-10 wage differential in 1995. Source: OECD (1999); D95: 90 - 50 wage differential in 1995. Source: OECD.

Table 5: Probit Regression with Country Specific Variables, including D91 as measure of wage compression. Dependent Variable: vocational education or training organized or paid by the employer in 1995.

# obs :	21197	21197	21197
Ed95	1.169** (0.389)	1.062** (0.313)	1.536** (0.287)
Ser95	3.746 (1.930)	2.723** (0.782)	0.556 (0.827)
D91	-0.106 (0.098)		-0.182** (0.055)
Minw		-1.774* (0.756)	-2.662** (0.576)
Udens95		1.350** (0.256)	1.116** (0.181)
IndCls	Yes	Yes	Yes
OccDum	Yes	Yes	Yes
SecDum	Yes	Yes	Yes
R-sq	0.218	0.23	0.241

Note: cluster adjusted robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. Ed95: educational attainment in 1995; Ser95; percentage employed in services in 1995; D91: 90-10 wage differential in 1995; Minw: the Kaitz index; Udens95: union density in 1995; IndCls: individual controls; CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.

Table 6: Probit Regression with Country Specific Variables, including D91 as measure of wage compression. Dependent Variable: vocational education or training organized or paid by the employer in 1995. Males only.

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# obs :	12480	12480	12480

Ed95	1.194** (0.412)	1.147** (0.310)	1.633** (0.303)
Ser95	3.861* (1.902)	2.698** (0.742)	0.742 (0.858)
D91	-0.105 (0.108)		-0.199** (0.040)
Minw		-1.887** (0.719)	-2.731** (0.607)
Udens95		1.299** (0.256)	1.092** (0.190)
IndCls	Yes	Yes	Yes
OccDum	Yes	Yes	Yes
SecDum	Yes	Yes	Yes

R-sq	0.226	0.241	0.251
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Note: cluster adjusted robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. Ser95; percentage employed in services in 1995; D91: 90-10 wage differential in 1995; Minw: the Kaitz index; Udens95: union density in 1995; IndCls: individual controls; CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.

Table 7: Probit Regression with Country Specific Variables, including D91 as measure of wage compression. Dependent Variable: vocational education or training organized or paid by the employer in 1995. Females only.

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# obs :	8717	8717	8717

Ed95	0.842** (0.308)	0.936** (0.332)	0.981** (0.269)
Ser95	4.449* (1.778)	3.084** (0.829)	1.500* (0.691)
D91	-0.127 (0.10)		-0.185* (0.080)
Minw		-1.559 (0.868)	-2.696** (0.573)
Udens95		1.475** (0.263)	1.066** (0.233)
IndCls	Yes	Yes	Yes
OccDum	Yes	Yes	Yes
SecDum	Yes	Yes	Yes

R-sq	0.214	0.227	0.237
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Note: Robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. Ed95: educational attainment in 1995; Ser95; percentage employed in services in 1995; D91: 90-10 wage differential in 1995; Minw: the Kaitz index; Udens95: union density in 1995; IndCls: individual controls; CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.

Table 8: Probit Regression with Country Specific Variables, including D95 and D51 as measures of wage compression. Dependent Variable: vocational education or training organized or paid by the employer in 1995.

# obs :	21197	17200	21197	21197
Ed95	0.753 (0.464)	0.753 (0.387)	1.062** (0.313)	1.199** (0.224)
Ser95	5.228** (1.743)	6.729** (1.515)	2.723** (0.782)	1.558 (0.823)
D95	-1.020* (0.475)			-1.334** (0.237)
D51	0.287 (0.337)			0.088 (0.171)
D95*		-1.043 (0.552)		
D51*		0.362 (0.641)		
Minw			-1.774* (0.756)	-2.978** (0.390)
Udens95			1.350** (0.256)	0.846** (0.177)
IndCls	Yes	Yes	Yes	Yes
OccDum	Yes	Yes	Yes	Yes
SecDum	Yes	Yes	Yes	Yes
R-sq	0.221	0.252	0.23	0.242

Note: cluster adjusted robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. Ed95: educational attainment in 1995; Ser95; percentage employed in services in 1995; D51: 50-10 wage differential in 1995; D95: 90-50 wage differential in 1995; D51*: OECD 90-10 wage differential in 1995; D95: OECD 90-50 wage differential in 1995; Minw: the Kaitz index; Udens95: union density in 1995; IndCls: individual controls; CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.

Table 9: Probit Regression with Country Specific Variables, including D95 and D51 as measures of wage compression. Dependent Variable: vocational education or training organized or paid by the employer in 1995. Males only.

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# obs :	12480	9834	12480	12480

Ed95	0.732 (0.60)	0.846* (0.337)	1.147** (0.310)	1.154** (0.190)
Ser95	6.080** (2.235)	6.937** (1.349)	2.698** (0.742)	3.854** (0.891)
D95	-0.989 (0.562)			-2.289** (0.364)
D51	0.250 (0.393)			0.170 (0.134)
d95*		-1.125* (0.539)		
d51*		0.258 (0.575)		
Minw			-1.887** (0.719)	-3.330** (0.298)
Udens95			1.299** (0.256)	-0.155 (0.284)
IndCls	Yes	Yes	Yes	Yes
OccDum	Yes	Yes	Yes	Yes
SecDum	Yes	Yes	Yes	Yes

R-sq	0.234	0.264	0.241	0.252
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Note: Robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. Ed95: educational attainment in 1995; Ser95; percentage employed in services in 1995; D51: 50-10 wage differential in 1995; D95: 90-50 wage differential in 1995; D51*: OECD 90-10 wage differential in 1995; D95: OECD 90-50 wage differential in 1995; Minw: the Kaitz index; Udens95: union density in 1995; IndCls: individual controls; CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.

Table 10: Probit Regression with Country Specific Variables, including D95 and D51 as measures of wage compression. Dependent Variable: vocational education or training organized or paid by the employer in 1995. Females only.

# obs :	8717	7366	8717	8717
Ed95	0.671 (0.486)	0.562 (0.461)	0.936** (0.332)	0.560* (0.245)
Ser95	4.879* (2.088)	6.810** (1.749)	3.084** (0.829)	2.363** (0.741)
D95	-0.443 (0.240)			-0.831** (0.155)
D51	-0.109 (0.269)			-0.070 (0.193)
D95*		-1.026 (0.562)		
D51*		0.477 (0.719)		
Minw			-1.559 (0.868)	-2.994** (0.514)
Udens95			1.475** (0.263)	1.090** (0.229)
IndCls	Yes	Yes	Yes	Yes
OccDum	Yes	Yes	Yes	Yes
SecDum	Yes	Yes	Yes	Yes
R-sq	0.234	0.264	0.241	0.252

Note: cluster adjusted robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. Ed95: educational attainment in 1995; Ser95; percentage employed in services in 1995; D51: 50-10 wage differential in 1995; D95: 90-50 wage differential in 1995; D51*: OECD 90-10 wage differential in 1995; D95: OECD 90-50 wage differential in 1995; Minw: the Kaitz index; Udens95: union density in 1995; IndCls: individual controls; CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.

Table 11: Probit Regression with Country Specific Variables, including D91 as measure of wage compression. Dependent Variable: Change in vocational education or training organized or paid by the employer between 1993 and 1995. All workers and by gender

# obs :	21172	8704	12468
Δedu	3.394** (0.542)	1.842 (0.981)	2.931** (0.878)
Δudens	-4.627* (1.827)	-2.273 (3.610)	-7.128 (4.445)
Δser	-7.488** (1.623)	-0.480 (3.195)	-7.121* (3.112)
ΔD91	-0.263** (0.054)	-0.072 (0.102)	-0.179* (0.077)
IndCls	Yes	Yes	Yes
OccDum	Yes	Yes	Yes
SecDum	Yes	Yes	Yes
R-sq	0.053	0.031	0.041

Note: cluster adjusted robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. ΔSer: 1993 to 1995 change in the percentage employed in services; ΔD51: 1993 to 1995 change in the 50-10 wage differential in 1995; ΔD95: 1993 to 1995 change in the 90-50 wage differential in 1995; ΔUdens: 1993 to 1995 change in union density in 1995; IndCls: individual controls (change in experience, in marital status and in long term unemployment); CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.

Table 12: Probit Regression with Country Specific Variables, including D95 and D51 as measures of wage compression. Dependent Variable: Change in vocational education or training organized or paid by the employer between 1993 and 1995. All workers and by gender

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# obs :	21172	8704	12468

Δedu	4.222** (0.954)	0.872** (0.235)	3.215** (0.743)
Δser	-8.472** (2.569)	2.385* (1.049)	-7.448** (2.861)
Δudens	-6.616* (3.390)	-1.712 (2.369)	-9.059* (3.739)
ΔD95	-0.105 (0.746)	-1.674** (0.328)	0.469** (0.168)
ΔD51	-0.693** (0.210)	0.154** (0.032)	-0.426** (0.134)
IndCls	Yes	Yes	Yes
OccDum	Yes	Yes	Yes
SecDum	Yes	Yes	Yes

R-sq	0.054	0.063	0.046
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Note: cluster adjusted robust standard errors in parentheses with $p < 0.05 = *$, $p < 0.01 = **$. ΔSer: 1993 to 1995 change in the percentage employed in services; ΔD51: 1993 to 1995 change in the 50-10 wage differential in 1995; ΔD95: 1993 to 1995 change in the 90-50 wage differential in 1995; ΔUdens: 1993 to 1995 change in union density in 1995; IndCls: individual controls; CoDum: country dummies; OccDum: occupation dummies; SecDum: industry dummies.