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Variable	ages 24 and less=1		ages 25-34=1		ages 35-44=1		ages 45-54=1		55 plus=1		education (years)		experience (years)		female=1	
	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Country																
Austria	0.16	0.37	0.19	0.39	0.22	0.42	0.24	0.43	0.19	0.39	.	.	20.01	12.6	0.5	0.5
Canada	0.17	0.38	0.2	0.4	0.2	0.4	0.23	0.42	0.21	0.4	13.21	2.72	19.29	12.7	0.5	0.5
Czech Republic	0.16	0.37	0.22	0.41	0.22	0.41	0.18	0.39	0.22	0.41	12.95	2.66	19.99	12.92	0.5	0.5
Denmark	0.17	0.38	0.18	0.38	0.22	0.41	0.22	0.41	0.22	0.41	12.47	2.72	20.96	13.65	0.5	0.5
Estonia	0.18	0.38	0.21	0.41	0.21	0.4	0.2	0.4	0.2	0.4	12.11	2.69	18.96	12.99	0.52	0.5
Finland	0.17	0.38	0.19	0.39	0.18	0.39	0.21	0.41	0.25	0.43	.	.	19.04	13.64	0.5	0.5
France	0.17	0.38	0.19	0.39	0.21	0.41	0.21	0.41	0.22	0.41	11.18	3.58	19.45	13.18	0.51	0.5
Germany	0.16	0.36	0.18	0.38	0.22	0.41	0.25	0.43	0.2	0.4	.	.	19.21	13.02	0.5	0.5
Ireland	0.17	0.38	0.24	0.43	0.23	0.42	0.19	0.39	0.16	0.37	14.48	3.22	17.04	11.97	0.51	0.5
Italy	0.14	0.35	0.19	0.39	0.24	0.43	0.22	0.41	0.2	0.4	10.51	3.85	18.14	12.34	0.5	0.5
Japan	0.14	0.35	0.19	0.39	0.24	0.42	0.19	0.39	0.24	0.43	12.94	2.41	18.81	12.68	0.5	0.5
Korea	0.16	0.37	0.2	0.4	0.24	0.43	0.23	0.42	0.17	0.37	12.6	3.18	13.18	10.75	0.5	0.5
Netherlands	0.17	0.37	0.18	0.39	0.21	0.41	0.23	0.42	0.21	0.41	13.12	2.79	18.74	12.39	.	.
Norway	0.18	0.39	0.2	0.4	0.22	0.41	0.21	0.41	0.2	0.4	13.94	2.61	18.68	12.77	0.49	0.5
Poland	0.18	0.38	0.23	0.42	0.19	0.39	0.2	0.4	0.21	0.41	12.48	3.06	17	12.45	0.51	0.5
Slovak Republic	0.18	0.38	0.23	0.42	0.2	0.4	0.2	0.4	0.2	0.4	12.94	2.8	19.12	12.52	0.5	0.5
Spain	0.12	0.32	0.21	0.41	0.25	0.43	0.22	0.42	0.2	0.4	11.3	3.55	17.4	12.15	0.5	0.5
Sweden	0.19	0.39	0.19	0.39	0.2	0.4	0.2	0.4	0.22	0.41	12.01	2.54	19.31	13.84	0.49	0.5
United States	0.19	0.39	0.2	0.4	0.2	0.4	0.22	0.41	0.19	0.39	13.27	3.07	19.4	13.19	0.51	0.5
<b>Sub-national entities</b>																
Flanders (Belgium)	0.15	0.36	0.18	0.38	0.2	0.4	0.23	0.42	0.23	0.42	12.34	2.93	20.78	12.5	0.5	0.5
England/N. Ireland (UK)	0.18	0.38	0.21	0.4	0.21	0.41	0.21	0.41	0.19	0.39	13	2.25	19.6	13	0.5	0.5
<b>OECD Average</b>	0.17	0.37	0.2	0.4	0.21	0.41	0.21	0.41	0.21	0.4	.	.	18.77	12.73	.	.
<b>Partners</b>																
Cyprus	0.19	0.39	0.24	0.43	0.2	0.4	0.19	0.4	0.17	0.38	12.26	3.11	17.49	12.31	0.52	0.5
Russian Federation	0.17	0.38	0.23	0.42	0.19	0.39	0.21	0.41	0.19	0.39	13.35	3.32	18.37	12.35	.	.

Source: PIAAC and author's calculations. Note: Since age and gender indicators are dummy variables, means for those variables are fractions of the sample.

Table 5: Decomposition Results, Base Category: U.K., All Major Regressors

Country	Total Difference (country $j-b$ )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0599	0.0064	-0.0523	-0.0140
Denmark	-0.0900	0.0157	-0.0297	-0.0759
Estonia	0.0626	0.0028	-0.0434	0.1032
Ireland	0.0899	0.0101	0.0063	0.0735
Japan	0.0838	0.0076	0.0100	0.0662
Korea	0.1637	-0.0076	0.0232	0.1481
Netherlands	0.0979	0.0055	0.0196	0.0729
Norway	-0.0926	0.0071	-0.0417	-0.0579
Poland	0.0591	0.0199	-0.0109	0.0502
Slovak Republic	0.2104	-0.0041	-0.0363	0.2508
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1331	-0.0054	-0.0261	-0.1015
<b>Partners</b>				
Russian Federation	0.3061	0.0229	-0.0960	0.3793
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.0652	0.0730	-0.1038	-0.0343
Denmark	-0.0469	0.0603	-0.0584	-0.0488
Estonia	0.1537	0.0628	-0.0365	0.1274
Ireland	0.0086	0.0299	-0.0342	0.0129
Japan	0.0245	0.0532	-0.0652	0.0365
Korea	0.2232	0.0773	0.0262	0.1198
Netherlands	0.0440	0.0117	0.0587	-0.0264
Norway	-0.1320	-0.0035	-0.0720	-0.0565
Poland	0.0917	0.0853	-0.0506	0.0569
Slovak Republic	-0.0079	0.0783	-0.0959	0.0098
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1420	0.0042	-0.0617	-0.0845
<b>Partners</b>				
Russian Federation	0.2301	0.0533	-0.1114	0.2882
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.1772	-0.0413	-0.0701	-0.0657
Denmark	-0.2815	-0.0739	-0.0565	-0.1512
Estonia	0.0970	-0.0119	-0.0806	0.1894
Ireland	0.0186	0.0098	0.0487	-0.0399
Japan	0.1163	-0.0125	0.0984	0.0304
Korea	0.2481	-0.0517	0.0686	0.2312
Netherlands	-0.1299	-0.0472	-0.0006	-0.0822
Norway	-0.2361	-0.0319	-0.0511	-0.1530
Poland	0.0450	-0.0211	0.0256	0.0406
Slovak Republic	0.0052	-0.0587	-0.0537	0.1176
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2054	-0.0215	-0.0448	-0.1391
<b>Partners</b>				
Russian Federation	-0.0487	0.0340	-0.2112	0.1285

Source: PIAAC and author's calculations.

Table 6: Decomposition Results, Base Category: U.K., All Regressors, Subsample of Men

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0736	-0.0019	-0.0683	-0.0034
Denmark	-0.0789	0.0129	-0.0263	-0.0655
Estonia	0.0214	-0.0044	-0.0668	0.0926
Ireland	0.1048	0.0047	-0.0151	0.1151
Japan	0.0762	0.0034	-0.0044	0.0772
Korea	0.1296	-0.0170	0.0191	0.1274
Norway	-0.0618	0.0062	-0.0481	-0.0199
Poland	0.0461	0.0287	-0.0351	0.0524
Slovak Republic	0.2887	-0.0001	-0.0570	0.3459
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1673	-0.0094	-0.0454	-0.1125
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.1772	0.0088	-0.1293	-0.0567
Denmark	-0.0828	-0.0190	-0.0289	-0.0349
Estonia	0.0924	0.0288	-0.0933	0.1569
Ireland	-0.0142	0.0249	-0.0703	0.0313
Japan	0.0157	0.0834	-0.0748	0.0072
Korea	0.1964	0.0520	0.0106	0.1338
Norway	-0.1678	-0.0339	-0.0977	-0.0362
Poland	0.0538	0.0333	-0.0664	0.0869
Slovak Republic	-0.0456	0.0358	-0.1095	0.0280
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2532	-0.0912	-0.0714	-0.0905
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.2302	-0.0170	-0.1398	-0.0734
Denmark	-0.2454	-0.0431	-0.0723	-0.1300
Estonia	0.0678	-0.0141	-0.0943	0.1761
Ireland	0.0273	-0.0083	0.0522	-0.0166
Japan	0.0606	-0.0466	0.0623	0.0448
Korea	0.1543	-0.0553	0.0660	0.1436
Norway	-0.2299	-0.0425	-0.0505	-0.1369
Poland	0.0389	0.0185	0.0306	-0.0102
Slovak Republic	-0.0032	-0.0513	-0.0576	0.1058
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1895	0.0313	-0.0762	-0.1446

Source: PIAAC and author's calculations.



Table 7: Decomposition Results, Base Category: U.K., All Regressors, Subsample of Women

Country	Total Difference (country $j-b$ )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0572	0.0008	-0.0299	-0.0280
Denmark	-0.0943	0.0193	-0.0291	-0.0845
Estonia	0.0592	0.0131	-0.0236	0.0698
Ireland	0.0870	0.0150	0.0295	0.0424
Japan	-0.0128	0.0011	-0.0187	0.0047
Korea	0.1808	0.0045	0.0080	0.1684
Norway	-0.1320	0.0080	-0.0373	-0.1027
Poland	0.0800	0.0153	0.0315	0.0332
Slovak Republic	0.0867	-0.0013	-0.0096	0.0977
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.0905	0.0061	-0.0058	-0.0909
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	0.0250	0.1255	-0.0424	-0.0581
Denmark	0.0196	0.1480	-0.0887	-0.0397
Estonia	0.1728	0.1142	-0.0504	0.1090
Ireland	0.0771	0.0245	0.0318	0.0208
Japan	-0.1301	-0.0007	-0.1064	-0.0230
Korea	0.1324	0.0548	-0.0154	0.0931
Norway	-0.0874	0.0516	-0.0752	-0.0637
Poland	0.1544	0.1207	0.0185	0.0152
Slovak Republic	0.0737	0.1342	-0.0731	0.0126
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.0407	0.0639	-0.0362	-0.0684
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.1855	-0.1259	-0.0106	-0.0490
Denmark	-0.3029	-0.1014	-0.0507	-0.1508
Estonia	0.0077	-0.0223	-0.0345	0.0645
Ireland	0.0153	0.0062	0.0407	-0.0316
Japan	0.0224	0.0162	0.0164	-0.0102
Korea	0.3903	-0.0182	0.0497	0.3587
Norway	-0.3073	-0.0895	-0.0057	-0.2121
Poland	0.0551	-0.0401	0.0380	0.0572
Slovak Republic	-0.0726	-0.1156	0.0548	-0.0117
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2044	-0.0490	-0.0305	-0.1249

Source: PIAAC and author's calculations.

Table 8: Decomposition Results, Base Category: U.K., All Regressors, Subsample of Immigrants

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0957	0.0340	0.0066	-0.1363
Denmark	0.0769	0.0675	-0.0567	0.0661
Estonia	0.0562	-0.0160	-0.0474	0.1196
Ireland	0.0739	0.0228	-0.0104	0.0616
Japan	0.0803	1.0180	0.3623	-1.3000
Korea	0.0604	0.4167	0.1645	-0.5207
Norway	-0.1469	0.0619	-0.0864	-0.1223
Poland	0.3867	0.4502	0.1334	-0.1968
Slovak Republic	-0.1794	0.0938	-0.0216	-0.2515
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1039	0.0860	-0.0456	-0.1442
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.1086	0.0758	-0.0783	-0.1061
Denmark	0.1704	0.2356	-0.0425	-0.0228
Estonia	0.1594	0.0568	-0.0611	0.1638
Ireland	-0.0846	-0.0023	-0.0781	-0.0042
Japan	0.2483	-0.2129	0.4612	0.0000
Korea	-0.1491	0.0602	-0.2074	-0.0019
Norway	-0.1539	0.1033	-0.2065	-0.0508
Poland	0.3497	-0.1962	-0.0570	0.6029
Slovak Republic	-0.2119	-0.1144	0.0224	-0.1199
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.0839	0.0434	-0.1115	-0.0158
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.1849	-0.1520	0.1669	-0.1998
Denmark	-0.2648	-0.1096	-0.1263	-0.0289
Estonia	0.0375	-0.0946	-0.0235	0.1556
Ireland	0.0887	0.1555	-0.0668	0.0000
Japan	0.0420	2.5176	0.5310	-3.0066
Korea	-0.0269	-0.4713	0.5198	-0.0754
Norway	-0.2717	0.0027	-0.1330	-0.1414
Poland	0.8721	-0.4431	1.3152	0.0000
Slovak Republic	-0.3290	-0.0715	-0.1368	-0.1207
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1661	0.1845	-0.1998	-0.1508

Source: PIAAC and author's calculations.

Table 9: Decomposition Results, Base Category: U.K., All Regressors, Subsample of Non-immigrants

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0641	0.0069	-0.0544	-0.0166
Denmark	-0.1057	0.0059	-0.0280	-0.0836
Estonia	0.0503	0.0091	-0.0465	0.0878
Ireland	0.1000	0.0082	0.0053	0.0865
Japan	0.0876	0.0066	0.0076	0.0734
Korea	0.1681	-0.0049	0.0163	0.1568
Norway	-0.0849	0.0004	-0.0395	-0.0458
Poland	0.0637	0.0190	-0.0170	0.0617
Slovak Republic	0.2139	-0.0018	-0.0386	0.2543
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1315	-0.0135	-0.0226	-0.0954
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.0976	0.0843	-0.1144	-0.0674
Denmark	-0.0500	0.0608	-0.0608	-0.0500
Estonia	0.1335	0.0986	-0.0711	0.1060
Ireland	0.0636	0.0491	-0.0104	0.0249
Japan	0.0306	0.0513	-0.0609	0.0402
Korea	0.2368	0.1040	0.0014	0.1314
Norway	-0.1280	-0.0040	-0.0720	-0.0520
Poland	0.0754	0.0947	-0.0533	0.0341
Slovak Republic	0.0005	0.0720	-0.0877	0.0162
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1565	0.0009	-0.0646	-0.0928
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.1550	-0.0400	-0.0776	-0.0374
Denmark	-0.2789	-0.0942	-0.0446	-0.1402
Estonia	0.1319	-0.0356	-0.0491	0.2166
Ireland	-0.0171	-0.0331	0.0242	-0.0082
Japan	0.1041	-0.0103	0.0866	0.0278
Korea	0.2443	-0.0532	0.0580	0.2395
Norway	-0.2318	-0.0439	-0.0473	-0.1406
Poland	0.0648	-0.0156	0.0082	0.0722
Slovak Republic	0.0066	-0.0527	-0.0648	0.1241
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2049	-0.0428	-0.0360	-0.1262

Source: PIAAC and author's calculations.

Table 10: Country Statistics

Country	Union Density	Public Sector Employment	Worker Protection Index	Minimum Wage Legislation	Product Market Regulation Index
Year of Data Series	2010-11	2008	2013	2013	2013
U.K.	25.8	17.4	1.62	yes	1.09
Czech Republic	17.3	12.8	2.66	yes	1.39
Denmark	68.8	28.7	2.32	no	1.22
Estonia	8.1	18.7	2.07	yes	1.33
Ireland	35.5	14.8	2.07	yes	1.44
Japan	18.6	6.7	2.09	yes	1.51
Korea	9.7	5.7	2.17	yes	1.88
Netherlands	18.2	12	2.94	yes	0.91
Norway	54.6	29.3	2.31		1.49
Poland	15	9.7		yes	Not available
Slovak Republic	17.2	10.7	2.26	yes	1.31
<b>Sub-national entities</b>					
Flanders (Belgium)	52	17.1	2.95	yes	1.39
<b>Partners</b>					
Russian Federation	Not available	20.2	2.47	Not available	Not available

Source: OECD data portal.

## Appendices

Table A1: Regressions of Skills on Education and Experience

Panel A: Literacy									
Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Canada	14.945	1.358	-27.91	5.009	-0.694	0.146	0.818	0.322	0.178
Czech Republic	13.967	2.782	-27.094	9.44	-1.079	0.227	1.289	0.509	0.194
Denmark	18.126	1.95	-43.075	7.295	-0.526	0.186	-0.344	0.387	0.199
Estonia	6.074	1.461	0.703	5.874	-1.069	0.153	0.952	0.351	0.176
France	7.649	0.773	-1.966	3.415	-0.417	0.158	0.321	0.339	0.31
Ireland	8.971	2.026	-8.038	7.074	0.054	0.218	-0.109	0.518	0.219
Italy	12.068	1.252	-28.514	5.027	0.217	0.256	-0.482	0.634	0.23
Japan	8.482	2.627	-6.323	9.432	0.298	0.158	-2.115	0.354	0.238
Korea	12.29	1.174	-24.08	4.664	-1.51	0.19	2.932	0.505	0.279
Netherlands	8.491	2.125	-1.4	8.179	-0.577	0.207	-0.389	0.483	0.252
Norway	12.308	2.775	-19.748	9.77	0.111	0.207	-1.365	0.461	0.16
Poland	2.671	1.911	17.608	7.575	-1.332	0.197	2.443	0.546	0.226
Slovak Republic	21.731	1.632	-57.873	5.787	-0.224	0.181	0.188	0.426	0.178
Spain	5.829	1.093	5.355	4.536	-0.003	0.167	-0.818	0.398	0.296
Sweden	18.635	2.482	-43.549	9.944	-0.545	0.2	0.075	0.47	0.201
United States	15.242	2.103	-21.839	7.586	-0.829	0.28	1.146	0.569	0.308
<b>Sub-national entities</b>									
Flanders (Belgium)	1.821	1.686	27.117	6.911	-0.429	0.202	-0.048	0.478	0.289
England/N. Ireland (UK)	64.357	11.193	-213.024	41.612	1.255	0.226	-2.672	0.496	0.14
<b>OECD Average</b>	14.092	0.763	-26.314	2.838	-0.405	0.047	0.101	0.11	0.226
<b>Partners</b>									
Cyprus	2.181	1.385	9.477	5.607	0.322	0.242	-0.575	0.563	0.12
Russian Federation	10.695	3.919	-30.787	12.931	0.28	0.434	-0.485	1.043	0.028
Panel B: Numeracy									
Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Canada	14.776	1.421	-24.422	5.18	-0.667	0.172	0.904	0.376	0.173
Czech Republic	18.577	2.579	-37.129	8.904	-0.831	0.23	0.937	0.522	0.25
Denmark	16.155	2.458	-32.94	9.333	0.18	0.187	-1.12	0.385	0.185
Estonia	7.66	1.423	-2.554	5.675	-0.562	0.168	0.181	0.37	0.187
France	7.912	0.902	5.546	3.94	0.112	0.174	-0.223	0.38	0.348
Ireland	9.208	2.448	-6.29	8.384	0.037	0.241	0.334	0.563	0.207
Italy	16.5	1.342	-43.925	5.51	0.58	0.258	-0.752	0.611	0.245
Japan	11.45	3.002	-11.031	11.055	0.639	0.194	-1.71	0.443	0.223
Korea	14.282	1.334	-27.666	5.272	-1.237	0.206	2.563	0.585	0.295
Netherlands	10.258	2.101	-7.005	7.94	-0.413	0.245	-0.035	0.565	0.223
Norway	16.803	3.184	-31.134	11.327	0.488	0.251	-1.576	0.566	0.165
Poland	6.154	2.149	5.01	8.378	-0.88	0.22	1.92	0.602	0.2
Slovak Republic	25.223	1.881	-62.528	6.524	0.173	0.208	-0.538	0.486	0.227
Spain	9.1	1.288	-6.808	5.243	0.52	0.174	-1.58	0.418	0.299
Sweden	17.765	2.503	-36.421	10.063	-0.687	0.24	1.071	0.536	0.178
United States	15.966	2.031	-18.578	7.216	-0.493	0.281	0.718	0.565	0.321
<b>Sub-national entities</b>									
Flanders (Belgium)	2.846	1.849	25.676	7.979	0.112	0.22	-0.873	0.523	0.278
England/N. Ireland (UK)	59.357	13.043	-191.576	48.326	1.317	0.272	-2.339	0.557	0.133
<b>OECD Average</b>	15.555	0.869	-27.987	3.228	-0.09	0.052	-0.118	0.12	0.23
<b>Partners</b>									
Cyprus	7.909	1.877	-5.572	7.491	0.5	0.251	-0.743	0.57	0.188
Russian Federation	14.078	4.504	-39.611	14.585	0.24	0.319	-0.593	0.803	0.058

Panel C: Problem Solving

Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Country									
Canada	13.62	1.447	-31.798	5.353	-1.067	0.166	0.476	0.366	0.123
Czech Republic	11.213	3.503	-20.005	11.997	-1.527	0.303	1.201	0.707	0.17
Denmark	11.284	2.313	-23.201	8.76	-0.812	0.192	-0.838	0.404	0.223
Estonia	3.507	2.205	5.539	8.809	-1.611	0.179	0.533	0.437	0.209
Ireland	12.829	2.391	-22.678	8.104	-0.863	0.233	0.562	0.601	0.202
Japan	-3.292	3.761	31.76	13.235	0.37	0.263	-3.349	0.636	0.168
Korea	8.55	2.307	-16.699	8.422	-2.582	0.261	4.518	0.768	0.161
Netherlands	2.578	2.347	13.163	9.056	-1.07	0.209	0.226	0.463	0.21
Norway	4.194	3.016	4.87	10.294	-0.953	0.209	-0.456	0.456	0.213
Poland	-1.315	3.796	24.049	13.753	-1.345	0.339	0.691	0.972	0.138
Slovak Republic	4.513	3.445	-2.266	11.615	-0.717	0.262	0.644	0.63	0.09
Sweden	16.349	2.577	-39.712	9.47	-1.335	0.209	0.32	0.486	0.27
United States	10.852	2.878	-14.996	10.332	-1.011	0.285	0.746	0.617	0.181
<b>Sub-national entities</b>									
Flanders (Belgium)	0.956	2.146	22.186	8.657	-1.119	0.233	0.103	0.552	0.257
England/N. Ireland (UK)	48.596	10.818	-158.784	39.963	-0.069	0.202	-1.083	0.465	0.144
<b>OECD Average</b>	9.629	1.005	-15.238	3.663	-1.047	0.062	0.286	0.153	0.184
<b>Partners</b>									
Russian Federation	6.098	4.339	-14.492	15.037	0.564	0.64	-2.909	1.863	0.034

Note: Constant term is also included.

Source: PIAAC and author's calculations.

Table A2: Regressions of Skills on Education and Experience, Men

Panel A: Literacy									
Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Canada	15.487	1.617	-28.996	5.841	-0.917	0.21	1.174	0.458	0.191
Czech Republic	17.114	4.159	-37.988	13.855	-1.229	0.352	1.202	0.777	0.189
Denmark	18.507	2.507	-42.569	9.345	-0.357	0.266	-0.841	0.555	0.209
Estonia	7.052	1.789	-3.678	7.294	-0.886	0.235	0.612	0.532	0.158
France	5.364	1.054	7.263	4.768	-0.497	0.224	0.263	0.49	0.292
Ireland	13.994	3.263	-24.295	11.101	0.121	0.317	-0.082	0.701	0.244
Italy	12.148	1.686	-25.151	6.657	0.29	0.399	-0.523	0.88	0.253
Japan	7.52	3.289	-6.36	11.902	0.613	0.228	-2.972	0.489	0.256
Korea	10.602	1.836	-18.458	7.111	-2.009	0.254	3.647	0.638	0.275
Norway	10.26	3.625	-14.185	12.699	0.43	0.297	-2.086	0.657	0.149
Poland	2.426	2.288	21.012	9.118	-1.386	0.269	2.439	0.707	0.245
Slovak Republic	22.655	1.869	-59.829	6.852	-0.243	0.246	0.093	0.563	0.187
Spain	5.113	1.557	8.802	6.686	0.093	0.222	-1.217	0.516	0.312
Sweden	13.16	3.236	-21.457	12.927	-0.65	0.267	0.318	0.574	0.189
United States	15.422	2.867	-21.808	10.393	-1.213	0.355	1.666	0.721	0.321
<b>Sub-national entities</b>									
Flanders (Belgium)	1.295	2.366	28.867	9.454	-0.26	0.27	-0.635	0.627	0.291
England/N. Ireland (UK)	67.816	15.784	-224.592	58.802	1.256	0.357	-2.682	0.746	0.14
<b>OECD Average</b>	14.467	1.11	-27.26	4.121	-0.403	0.069	0.022	0.154	0.229
<b>Partners</b>									
Cyprus	2.986	1.919	5.896	7.521	0.457	0.374	-0.829	0.812	0.112
Panel B: Numeracy									
Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Canada	16.124	1.762	-27.446	6.419	-0.82	0.247	0.965	0.529	0.201
Czech Republic	19.351	4.397	-39.438	14.688	-0.763	0.331	0.252	0.738	0.25
Denmark	18.589	2.74	-39.438	10.349	0.435	0.29	-1.822	0.586	0.21
Estonia	8.69	1.83	-4.979	7.429	-0.412	0.261	-0.286	0.573	0.199
France	6.322	1.168	12.265	5.182	-0.019	0.233	-0.349	0.504	0.338
Ireland	15.757	3.83	-27.43	12.945	0.207	0.362	-0.028	0.788	0.242
Italy	16.014	2.056	-37.276	8.391	0.67	0.407	-0.981	0.866	0.273
Japan	13.105	3.845	-20.5	14.152	1.086	0.304	-2.973	0.667	0.233
Korea	11.634	1.929	-18.241	7.49	-1.721	0.253	3.144	0.681	0.285
Norway	16.327	3.918	-30.736	13.719	0.906	0.362	-2.597	0.795	0.161
Poland	6.037	2.357	10.538	9.154	-0.967	0.276	1.983	0.735	0.245
Slovak Republic	25.255	2.443	-60.698	8.572	-0.013	0.278	-0.38	0.654	0.235
Spain	8.738	1.675	-3.696	6.996	0.585	0.236	-1.993	0.55	0.335
Sweden	14.478	3.419	-22.936	13.647	-0.684	0.321	1.001	0.677	0.172
United States	18.183	2.959	-24.706	10.421	-0.865	0.363	1.083	0.72	0.358
<b>Sub-national entities</b>									
Flanders (Belgium)	3.449	2.394	23.445	9.91	0.413	0.297	-1.736	0.696	0.289
England/N. Ireland (UK)	76.51	17.802	-252.493	66.253	1.517	0.408	-2.894	0.814	0.15
<b>OECD Average</b>	17.327	1.241	-33.163	4.601	-0.026	0.076	-0.448	0.167	0.246
<b>Partners</b>									
Cyprus	8.872	2.423	-9.684	9.409	0.714	0.403	-1.352	0.874	0.188

Panel C: Problem Solving

Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Country									
Canada	15.27	1.888	-36.581	6.795	-1.182	0.23	0.52	0.541	0.147
Czech Republic	10.53	4.89	-17.295	16.555	-1.775	0.463	1.113	1.072	0.192
Denmark	13.126	2.93	-28.818	10.886	-0.545	0.285	-1.604	0.565	0.254
Estonia	3.677	2.464	5.184	9.693	-1.538	0.272	0.472	0.671	0.182
Ireland	16.179	3.835	-33.092	13.031	-0.915	0.333	0.661	0.807	0.23
Japan	3.147	4.807	5.83	16.919	0.62	0.339	-4.229	0.81	0.208
Korea	9.711	2.747	-20.838	9.784	-2.853	0.299	4.548	0.862	0.215
Norway	5.61	3.866	-0.512	13.077	-0.699	0.289	-1.046	0.632	0.227
Poland	0.294	4.37	20.584	16.245	-0.574	0.492	-1.557	1.349	0.161
Slovak Republic	5.129	4.6	-2.849	15.397	-0.785	0.334	0.96	0.84	0.101
Sweden	14.315	3.646	-30.15	13.682	-1.471	0.236	0.538	0.523	0.292
United States	14.654	3.597	-26.928	13.087	-1.493	0.456	1.442	0.948	0.214
<b>Sub-national entities</b>									
Flanders (Belgium)	0.316	2.757	24.295	10.84	-0.795	0.302	-0.915	0.692	0.289
England/N. Ireland (UK)	54.461	14.842	-178.938	55.168	0.215	0.338	-1.82	0.743	0.172
<b>OECD Average</b>	11.887	1.423	-22.865	5.188	-0.985	0.092	-0.065	0.219	0.206

Note: Constant term is also included.

Source: PIAAC and author's calculations.



Table A3: Regressions of Skills on Education and Experience, Women

Panel A: Literacy									
Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Canada	14.293	2.006	-26.278	7.418	-0.48	0.214	0.415	0.495	0.166
Czech Republic	11.531	3.847	-17.651	13.332	-1.068	0.341	1.726	0.771	0.211
Denmark	18.049	3.057	-44.492	11.309	-0.768	0.261	0.328	0.544	0.192
Estonia	5.071	2.337	5.656	9.284	-1.264	0.192	1.35	0.427	0.196
France	9.847	1.122	-10.971	4.751	-0.424	0.215	0.549	0.526	0.333
Ireland	4.147	2.328	7.652	8.309	0.14	0.294	-0.725	0.742	0.201
Italy	11.996	1.696	-31.538	6.788	0.149	0.358	-0.272	0.932	0.208
Japan	8.905	3.588	-3.787	13.204	0.031	0.241	-1.448	0.608	0.23
Korea	13.591	1.575	-29.092	6.211	-1.009	0.249	2.053	0.803	0.292
Norway	14.867	4.183	-27.056	14.465	-0.185	0.333	-0.783	0.806	0.181
Poland	2.251	3.165	16.778	12.302	-1.36	0.271	2.71	0.735	0.2
Slovak Republic	20.87	2.425	-56.062	8.602	-0.252	0.265	0.398	0.643	0.168
Spain	6.725	1.348	1.776	5.552	-0.273	0.239	-0.415	0.601	0.299
Sweden	25.199	3.603	-69.509	14.288	-0.353	0.269	-0.522	0.616	0.226
United States	15.249	2.725	-22.296	9.758	-0.487	0.38	0.666	0.83	0.3
<b>Sub-national entities</b>									
Flanders (Belgium)	1.848	2.705	27.041	11.409	-0.67	0.282	0.607	0.696	0.294
England/N. Ireland (UK)	61.378	14.393	-203.177	53.21	1.319	0.316	-2.89	0.736	0.142
<b>OECD Average</b>	14.46	1.066	-28.412	3.956	-0.409	0.068	0.22	0.167	0.226
<b>Partners</b>									
Cyprus	1.328	2.061	13.239	8.365	0.176	0.356	-0.18	0.914	0.127
Panel B: Numeracy									
Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Canada	13.805	2.083	-22.241	7.641	-0.506	0.251	0.523	0.58	0.162
Czech Republic	18.205	3.535	-35.517	12.382	-1.123	0.346	2.162	0.798	0.267
Denmark	14.028	3.508	-26.55	13.292	-0.158	0.259	-0.365	0.539	0.177
Estonia	7.505	2.36	-1.187	9.475	-0.838	0.197	0.953	0.424	0.2
France	9.09	1.199	0.576	5.247	0.109	0.237	-0.026	0.56	0.373
Ireland	3.029	2.778	13.971	9.676	0.095	0.313	-0.379	0.8	0.194
Italy	16.031	1.661	-45.865	6.842	0.362	0.368	-0.317	0.993	0.228
Japan	12.429	3.703	-12.828	13.692	0.198	0.249	-0.806	0.625	0.217
Korea	16.297	1.873	-36.386	7.397	-0.756	0.284	1.508	0.907	0.311
Norway	18.084	5.096	-34.431	17.8	0.215	0.347	-1.177	0.846	0.186
Poland	5.307	3.472	4.752	13.484	-0.88	0.3	2.085	0.798	0.169
Slovak Republic	25.708	2.698	-65.839	9.394	0.318	0.304	-0.6	0.695	0.224
Spain	9.522	1.556	-9.178	6.371	0.189	0.249	-1.239	0.615	0.3
Sweden	21.248	4.172	-49.346	16.417	-0.632	0.308	0.803	0.69	0.206
United States	15.308	3.159	-16.992	11.348	-0.109	0.413	-0.038	0.907	0.313
<b>Sub-national entities</b>									
Flanders (Belgium)	1.12	2.935	31.986	12.552	-0.175	0.291	-0.444	0.695	0.292
England/N. Ireland (UK)	45.223	17.143	-141.581	63.26	1.333	0.349	-2.588	0.773	0.126
<b>OECD Average</b>	14.82	1.236	-26.274	4.584	-0.139	0.073	0.003	0.178	0.232
<b>Partners</b>									
Cyprus	6.262	2.604	1.203	10.474	0.36	0.359	-0.647	0.9	0.196

Panel C: Problem Solving

Variable	Education		Education Squared/100		Experience		Experience Squared/100		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Country									
Canada	11.772	2.173	-26.096	7.857	-0.988	0.254	0.489	0.567	0.103
Czech Republic	13.835	4.078	-27.986	14.005	-1.548	0.456	1.986	1.147	0.168
Denmark	9.813	3.421	-18.212	12.769	-1.178	0.273	0.098	0.592	0.207
Estonia	4.547	3.146	2.614	12.687	-1.81	0.229	0.955	0.536	0.244
Ireland	10.279	3.245	-14.664	10.766	-0.651	0.295	-0.238	0.781	0.192
Japan	-5.885	5.72	43.285	20.337	0.111	0.394	-3.243	1.035	0.154
Korea	7.829	4.245	-14.568	15.604	-2.616	0.382	5.311	1.315	0.13
Norway	3.809	4.192	7.015	14.274	-1.155	0.284	-0.149	0.66	0.218
Poland	-3.16	6.285	30.535	22.742	-2.366	0.435	3.727	1.276	0.141
Slovak Republic	4.981	5.303	-5.162	17.7	-0.658	0.41	0.324	1.03	0.084
Sweden	18.984	3.657	-50.659	13.689	-1.207	0.303	0.037	0.714	0.26
United States	8.488	4.117	-7.461	14.17	-0.576	0.374	0.003	0.811	0.164
<b>Sub-national entities</b>									
Flanders (Belgium)	1.05	3.524	21.943	14.762	-1.547	0.35	1.243	0.92	0.243
England/N. Ireland (UK)	44.236	14.232	-144.131	52.678	-0.197	0.266	-0.92	0.627	0.135
<b>OECD Average</b>	9.327	1.489	-14.539	5.426	-1.17	0.092	0.687	0.239	0.175

Note: Constant term is also included.

Source: PIAAC and author's calculations.

Table A4: Log Wage Effects of Skills, Marginal Effects of a 10 Skill Points Increase

Variable	Literacy		Numeracy		Problem Solving		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Country							
Czech Republic	0.010	0.008	0.000	0.006	0.010	0.006	0.155
Denmark	-0.002	0.004	0.012	0.004	0.003	0.005	0.406
Estonia	-0.006	0.008	0.027	0.006	0.007	0.007	0.134
Ireland	0.005	0.009	0.017	0.008	0.000	0.006	0.262
Japan	-0.019	0.010	0.034	0.009	0.010	0.007	0.265
Korea	0.019	0.008	0.007	0.008	-0.009	0.008	0.216
Netherlands	0.010	0.007	0.006	0.005	0.007	0.007	0.312
Norway	-0.002	0.006	0.019	0.004	0.003	0.005	0.312
Poland	0.010	0.008	0.008	0.008	0.013	0.006	0.281
Slovak Republic	-0.009	0.013	0.011	0.011	0.017	0.012	0.092
<b>Sub-national entities</b>							
Flanders (Belgium)	0.003	0.005	0.011	0.003	0.004	0.003	0.333
England/N. Ireland (UK)	0.000	0.006	0.015	0.006	0.021	0.006	0.318
<b>OECD Average</b>	0.002	0.002	0.014	0.002	0.007	0.002	0.257
<b>Partners</b>							
Russian Federation	-0.001	0.011	0.002	0.014	0.024	0.010	0.029

Note: Education, experience, experience squared, four categorical age group dummies, and a constant term are also included.

Source: PIAAC and author's calculations.

Table A5: Log Wage Effects of Skills, Marginal Effects of a 10 Skill Point Increase, by Gender

Panel A: Men							
Variable	Literacy		Numeracy		Problem Solving		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Czech Republic	0.018	0.010	-0.016	0.008	0.005	0.007	0.142
Denmark	0.004	0.007	0.009	0.007	0.002	0.008	0.425
Estonia	-0.002	0.010	0.015	0.009	0.008	0.009	0.119
Ireland	0.004	0.014	0.015	0.013	-0.002	0.009	0.218
Japan	-0.011	0.014	0.028	0.011	0.003	0.009	0.251
Korea	0.020	0.011	0.007	0.011	-0.010	0.009	0.230
Norway	0.010	0.009	0.012	0.006	-0.003	0.008	0.287
Poland	0.016	0.013	0.003	0.012	0.011	0.008	0.266
Slovak Republic	0.001	0.021	0.006	0.018	0.012	0.019	0.068
<b>Sub-national entities</b>							
Flanders (Belgium)	0.008	0.006	0.009	0.004	0.001	0.005	0.334
England/N. Ireland (UK)	0.006	0.009	0.013	0.009	0.020	0.008	0.341
<b>OECD Average</b>	0.007	0.004	0.009	0.003	0.004	0.003	0.244
Panel B: Women							
Variable	Literacy		Numeracy		Problem Solving		R-Squared
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	
Czech Republic	0.002	0.009	0.015	0.010	0.012	0.007	0.219
Denmark	-0.002	0.006	0.007	0.005	0.004	0.004	0.398
Estonia	0.008	0.009	0.004	0.008	0.012	0.007	0.179
Ireland	0.009	0.011	0.014	0.008	0.000	0.008	0.316
Japan	-0.007	0.010	0.015	0.011	0.011	0.007	0.202
Korea	0.025	0.015	-0.001	0.011	-0.014	0.013	0.168
Norway	-0.005	0.006	0.014	0.005	0.009	0.005	0.364
Poland	0.010	0.010	0.007	0.009	0.009	0.007	0.347
Slovak Republic	-0.013	0.013	0.009	0.011	0.023	0.010	0.171
<b>Sub-national entities</b>							
Flanders (Belgium)	0.003	0.008	0.007	0.006	0.005	0.005	0.345
England/N. Ireland (UK)	0.002	0.010	0.010	0.009	0.019	0.007	0.297
<b>OECD Average</b>	0.003	0.003	0.009	0.003	0.008	0.002	0.273

Note: Education, experience, experience squared, four categorical age group dummies, and a constant term are also included.  
Source: PIAAC and author's calculations.

Table A6: Decomposition Results, Base Category: U.K., All Major Regressors including Gender

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0599	0.0062	-0.0458	-0.0203
Denmark	-0.0900	0.0139	-0.0288	-0.0750
Estonia	0.0626	0.0007	-0.0141	0.0760
Ireland	0.0899	0.0121	0.0032	0.0746
Japan	0.0838	0.0105	0.0196	0.0536
Korea	0.1637	-0.0020	0.0227	0.1431
Norway	-0.0926	0.0070	-0.0410	-0.0585
Poland	0.0591	0.0165	-0.0029	0.0455
Slovak Republic	0.2104	-0.0087	-0.0162	0.2353
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1331	-0.0053	-0.0273	-0.1006
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.0652	0.0619	-0.0884	-0.0387
Denmark	-0.0469	0.0532	-0.0523	-0.0477
Estonia	0.1537	0.0679	-0.0177	0.1035
Ireland	0.0086	0.0260	-0.0249	0.0076
Japan	0.0245	0.0537	-0.0572	0.0280
Korea	0.2232	0.0780	0.0385	0.1067
Norway	-0.1320	-0.0085	-0.0739	-0.0496
Poland	0.0917	0.0941	-0.0486	0.0462
Slovak Republic	-0.0079	0.0593	-0.0688	0.0017
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1420	-0.0003	-0.0660	-0.0757
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.1772	-0.0573	-0.0599	-0.0600
Denmark	-0.2815	-0.0806	-0.0542	-0.1468
Estonia	0.0970	-0.0201	-0.0069	0.1240
Ireland	0.0186	0.0091	0.0300	-0.0204
Japan	0.1163	-0.0095	0.1085	0.0173
Korea	0.2481	-0.0477	0.0582	0.2377
Norway	-0.2361	-0.0277	-0.0567	-0.1517
Poland	0.0450	-0.0388	0.0471	0.0368
Slovak Republic	0.0052	-0.0718	-0.0074	0.0844
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2054	-0.0154	-0.0547	-0.1353

Source: PIAAC and author's calculations.

Table A7: Decomposition Results, Base Category: U.K., Major Regressors plus Non-formal Education

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0635	0.0242	-0.0492	-0.0384
Denmark	-0.1525	-0.0019	-0.0300	-0.1206
Estonia	0.0751	0.0128	-0.0297	0.0920
Ireland	0.0631	0.0162	0.0224	0.0245
Japan	0.0578	0.0138	0.0352	0.0088
Korea	0.1631	0.0030	0.0309	0.1292
Netherlands	-0.0063	-0.0050	-0.0021	0.0009
Norway	-0.1287	0.0016	-0.0325	-0.0978
Poland	0.0448	0.0322	0.0082	0.0045
Slovak Republic	0.3083	0.0095	-0.0374	0.3361
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1437	-0.0025	-0.0075	-0.1337
<b>Partners</b>				
Russian Federation	0.4968	0.0409	-0.0744	0.5303
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.1600	0.0029	-0.0799	-0.0830
Denmark	-0.1848	-0.0363	-0.0554	-0.0931
Estonia	0.1192	0.0281	-0.0458	0.1368
Ireland	0.0412	-0.0221	0.0343	0.0289
Japan	0.0553	0.0186	0.0147	0.0220
Korea	0.2306	0.0851	0.0091	0.1363
Netherlands	-0.0769	-0.0258	-0.0041	-0.0470
Norway	-0.1890	-0.0296	-0.0719	-0.0875
Poland	0.0747	0.0591	0.0115	0.0041
Slovak Republic	-0.0552	-0.0206	-0.0529	0.0184
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1831	-0.0448	-0.0435	-0.0949
<b>Partners</b>				
Russian Federation	0.2676	0.0837	-0.0980	0.2819
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.1479	0.0064	-0.0958	-0.0585
Denmark	-0.2675	-0.0217	-0.0418	-0.2040
Estonia	0.1038	0.0119	-0.0489	0.1408
Ireland	0.0377	-0.0060	0.0664	-0.0227
Japan	0.0859	-0.0048	0.0990	-0.0083
Korea	0.2018	-0.0611	0.0887	0.1741
Netherlands	-0.1245	-0.0023	-0.0043	-0.1178
Norway	-0.2105	-0.0126	-0.0402	-0.1578
Poland	0.0183	-0.0117	-0.0139	0.0439
Slovak Republic	0.0946	0.0101	-0.0426	0.1271
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1670	-0.0288	0.0040	-0.1422
<b>Partners</b>				
Russian Federation	0.0764	0.0502	-0.1351	0.1612

Source: PIAAC and author's calculations.

Table A8: Decomposition Results, Base Category: U.K., Major Regressor except Age Group Controls

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0599	0.0116	-0.0551	-0.0164
Denmark	-0.0900	0.0138	-0.0285	-0.0753
Estonia	0.0626	0.0090	-0.0508	0.1044
Ireland	0.0899	0.0126	0.0056	0.0717
Japan	0.0838	0.0107	0.0086	0.0645
Korea	0.1637	0.0013	0.0165	0.1459
Netherlands	0.0979	0.0025	0.0215	0.0739
Norway	-0.0926	0.0082	-0.0401	-0.0607
Poland	0.0591	0.0252	-0.0126	0.0465
Slovak Republic	0.2104	0.0060	-0.0462	0.2506
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1331	0.0013	-0.0296	-0.1048
<b>Partners</b>				
Russian Federation	0.3061	0.0370	-0.1070	0.3761
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.0652	0.0957	-0.1089	-0.0520
Denmark	-0.0469	0.0537	-0.0470	-0.0536
Estonia	0.1537	0.0799	-0.0603	0.1341
Ireland	0.0086	0.0004	0.0023	0.0059
Japan	0.0245	0.0016	-0.0132	0.0361
Korea	0.2232	0.0825	0.0204	0.1204
Netherlands	0.0440	0.0168	0.0654	-0.0382
Norway	-0.1320	0.0000	-0.0704	-0.0616
Poland	0.0917	0.0880	-0.0482	0.0519
Slovak Republic	-0.0079	0.0620	-0.0816	0.0118
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1420	0.0085	-0.0647	-0.0858
<b>Partners</b>				
Russian Federation	0.2301	0.0823	-0.1317	0.2795
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.1772	-0.0331	-0.0995	-0.0446
Denmark	-0.2815	-0.0810	-0.0450	-0.1555
Estonia	0.0970	-0.0194	-0.0731	0.1894
Ireland	0.0186	0.0200	0.0270	-0.0284
Japan	0.1163	0.0423	0.0546	0.0194
Korea	0.2481	-0.0161	0.0385	0.2256
Netherlands	-0.1299	-0.0569	-0.0048	-0.0682
Norway	-0.2361	-0.0305	-0.0524	-0.1532
Poland	0.0450	-0.0037	0.0117	0.0370
Slovak Republic	0.0052	-0.0257	-0.0614	0.0923
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2054	-0.0044	-0.0601	-0.1409
<b>Partners</b>				
Russian Federation	-0.0487	0.0669	-0.2429	0.1274

Source: PIAAC and author's calculations.

Table A9: Decomposition Results, Base Cat.: U.K., All Regressors, Hourly Earnings with Bonuses

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.0530	0.0052	-0.0513	-0.0069
Denmark	-0.1036	0.0161	-0.0351	-0.0846
Estonia	0.0577	0.0031	-0.0434	0.0981
Ireland	0.0810	0.0103	0.0058	0.0649
Japan	0.0788	0.0084	0.0112	0.0592
Korea	0.1648	-0.0089	0.0281	0.1456
Netherlands	0.0947	0.0056	0.0169	0.0723
Norway	-0.0964	0.0068	-0.0415	-0.0617
Poland	0.0598	0.0187	-0.0065	0.0477
Slovak Republic	0.2117	-0.0040	-0.0323	0.2480
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1323	-0.0059	-0.0235	-0.1028
<b>Partners</b>				
Russian Federation	0.2420	0.0211	-0.0893	0.3102
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.0330	0.0817	-0.1067	-0.0080
Denmark	-0.0327	0.0725	-0.0573	-0.0480
Estonia	0.1409	0.0631	-0.0287	0.1065
Ireland	0.0333	0.0242	-0.0100	0.0191
Japan	0.0546	0.0798	-0.0633	0.0381
Korea	0.2662	0.0992	0.0181	0.1489
Netherlands	0.0566	0.0424	0.0319	-0.0177
Norway	-0.1368	-0.0111	-0.0692	-0.0566
Poland	0.1301	0.1051	-0.0336	0.0587
Slovak Republic	0.0212	0.0639	-0.0666	0.0238
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.1173	0.0091	-0.0408	-0.0856
<b>Partners</b>				
Russian Federation	0.1701	0.0786	-0.1183	0.2097
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.2069	-0.0694	-0.0718	-0.0658
Denmark	-0.2879	-0.0795	-0.0491	-0.1594
Estonia	0.0827	-0.0146	-0.0826	0.1799
Ireland	-0.0184	-0.0075	0.0322	-0.0431
Japan	0.0790	-0.0186	0.0802	0.0174
Korea	0.2231	-0.0723	0.0840	0.2115
Netherlands	-0.1494	-0.0652	-0.0093	-0.0749
Norway	-0.2314	-0.0391	-0.0462	-0.1461
Poland	0.0328	-0.0285	0.0325	0.0288
Slovak Republic	0.0607	-0.0396	-0.0414	0.1417
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2199	-0.0448	-0.0367	-0.1384
<b>Partners</b>				
Russian Federation	-0.0420	-0.0167	-0.1724	0.1471

Source: PIAAC and author's calculations.



Table A10: Decomposition Results, Base Category: U.K., All Regressors, Monthly Earnings

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.2408	-0.0120	-0.0746	-0.1542
Denmark	0.0499	0.0333	0.0950	-0.0784
Estonia	-0.1242	-0.0024	-0.0721	-0.0497
Ireland	0.0872	0.0149	0.0363	0.0360
Japan	0.0419	0.0011	0.0146	0.0263
Korea	-0.1071	-0.0147	0.0072	-0.0996
Netherlands	0.1617	0.0181	0.0974	0.0462
Norway	-0.0622	0.0140	0.0089	-0.0850
Poland	-0.1542	0.0193	-0.0644	-0.1092
Slovak Republic	0.0180	-0.0071	-0.0708	0.0959
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2488	-0.0271	-0.0419	-0.1797
<b>Partners</b>				
Russian Federation	0.2037	0.0346	-0.1278	0.2970
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.6298	-0.1029	-0.1443	-0.3826
Denmark	0.1973	0.0819	0.2128	-0.0975
Estonia	-0.3871	-0.0960	-0.0858	-0.2052
Ireland	-0.0247	0.0450	0.0230	-0.0927
Japan	-0.0347	0.0397	0.0345	-0.1090
Korea	-0.3909	-0.2121	-0.0145	-0.1643
Netherlands	0.2922	0.1730	0.1879	-0.0687
Norway	-0.0171	0.1086	0.0119	-0.1375
Poland	-0.5487	-0.1452	-0.0475	-0.3560
Slovak Republic	-0.5573	-0.1363	-0.0954	-0.3255
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.5771	-0.1831	-0.0401	-0.3540
<b>Partners</b>				
Russian Federation	-0.3422	-0.0639	-0.1068	-0.1714
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.2542	0.0164	-0.0996	-0.1709
Denmark	-0.2503	-0.0826	-0.0494	-0.1183
Estonia	0.0599	0.1046	-0.1148	0.0701
Ireland	0.0173	-0.0502	0.0989	-0.0315
Japan	-0.0061	-0.0176	0.0578	-0.0463
Korea	0.0060	0.0482	0.0191	-0.0613
Netherlands	-0.0751	-0.1016	0.0197	0.0068
Norway	-0.2456	-0.0964	-0.0333	-0.1158
Poland	-0.0370	0.0509	-0.0694	-0.0185
Slovak Republic	-0.0241	0.0512	-0.1079	0.0327
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2310	-0.0382	-0.0504	-0.1423
<b>Partners</b>				
Russian Federation	-0.2064	0.0783	-0.2744	-0.0103

Source: PIAAC and author's calculations.

Table A11: Decomposition Results, Base Cat.: U.K., All Regressors, Monthly Earnings with Bonuses

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.2361	-0.0128	-0.0733	-0.1501
Denmark	0.0383	0.0324	0.0812	-0.0753
Estonia	-0.1283	-0.0001	-0.0721	-0.0561
Ireland	0.0973	0.0130	0.0359	0.0484
Japan	0.0553	0.0056	0.0111	0.0385
Korea	-0.1005	-0.0153	0.0122	-0.0973
Netherlands	0.1530	0.0176	0.0939	0.0416
Norway	-0.0646	0.0139	0.0091	-0.0876
Poland	-0.1568	0.0190	-0.0607	-0.1150
Slovak Republic	0.0507	-0.0072	-0.0686	0.1265
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2514	-0.0272	-0.0393	-0.1848
<b>Partners</b>				
Russian Federation	0.0895	0.0325	-0.1256	0.1826
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.5827	-0.1684	-0.1033	-0.3110
Denmark	0.1915	0.0638	0.2100	-0.0823
Estonia	-0.3662	-0.0992	-0.0785	-0.1885
Ireland	0.0151	0.0522	0.0274	-0.0645
Japan	0.0085	0.0606	0.0382	-0.0903
Korea	-0.3232	-0.1853	-0.0050	-0.1329
Netherlands	0.3179	0.1666	0.2038	-0.0525
Norway	-0.0064	0.1197	0.0022	-0.1283
Poland	-0.4933	-0.1328	-0.0319	-0.3286
Slovak Republic	-0.5407	-0.1403	-0.1229	-0.2775
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.5921	-0.1654	-0.0507	-0.3760
<b>Partners</b>				
Russian Federation	-0.3449	-0.0635	-0.0799	-0.2014
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.2751	0.0196	-0.1041	-0.1906
Denmark	-0.2362	-0.0380	-0.0736	-0.1246
Estonia	0.0704	0.1232	-0.1131	0.0604
Ireland	0.0131	-0.0331	0.0848	-0.0386
Japan	0.0106	-0.0170	0.0683	-0.0407
Korea	0.0413	0.0437	0.0708	-0.0732
Netherlands	-0.0664	-0.0784	0.0151	-0.0030
Norway	-0.2353	-0.0726	-0.0387	-0.1240
Poland	-0.0634	0.0976	-0.0803	-0.0807
Slovak Republic	0.0767	0.0979	-0.0945	0.0733
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.2437	-0.0263	-0.0485	-0.1689
<b>Partners</b>				
Russian Federation	-0.1708	0.1081	-0.2725	-0.0064

Source: PIAAC and author's calculations.

Table A12: Decomposition Results, Base Category: U.K., All Regressors, Monthly Earnings Self-Employed

Country	Total Difference (country <i>j-b</i> )	Observable Quantities Component	Observable Returns Component	Unobservables Component
<b>Panel A: Standard Deviation of Log Wage</b>				
Czech Republic	-0.2782	-0.0435	-0.0421	-0.1926
Denmark	-0.2178	-0.0119	-0.0091	-0.1968
Estonia	0.2927	-0.1004	0.0947	0.2985
Ireland	0.2409	-0.0033	0.0068	0.2374
Japan	0.1189	-0.1128	-0.0295	0.2612
Korea	-0.1752	-0.0074	-0.0047	-0.1632
Netherlands	1.0263	-0.0866	0.0614	1.0515
Norway	0.0458	-0.0772	0.0445	0.0785
Poland	-0.2859	-0.0140	0.1157	-0.3875
Slovak Republic	0.3354	-0.0684	0.0070	0.3969
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.3928	-0.0840	0.0070	-0.3157
<b>Partners</b>				
Russian Federation	0.8221	-0.0024	0.1570	0.6675
<b>Panel B: 50-10 Log Wage Differential</b>				
Czech Republic	-0.6796	0.1995	-0.4426	-0.4366
Denmark	-0.4475	-0.0612	0.3182	-0.7045
Estonia	0.4925	-0.1213	0.2802	0.3335
Ireland	-0.3830	-0.0207	-0.0015	-0.3607
Japan	-0.4112	0.1725	-0.2590	-0.3246
Korea	-0.8938	0.1103	-0.1062	-0.8979
Netherlands	0.1766	0.1412	-0.0622	0.0976
Norway	-0.3830	0.0612	-0.0849	-0.3593
Poland	-0.1599	0.4649	-0.0042	-0.6206
Slovak Republic	0.0870	-0.0579	0.2223	-0.0774
<b>Sub-national entities</b>				
Flanders (Belgium)	-0.8938	-0.2388	-0.0188	-0.6363
<b>Partners</b>				
Russian Federation	0.9625	0.3448	0.2290	0.3887
<b>Panel C: 90-50 Log Wage Differential</b>				
Czech Republic	-0.2731	0.0000	-0.1258	-0.1472
Denmark	-0.1766	0.1299	-0.1864	-0.1202
Estonia	1.2097	0.1811	0.1062	0.9223
Ireland	-0.1671	0.0258	-0.1156	-0.0773
Japan	-0.1076	0.1423	0.0192	-0.2691
Korea	-0.2412	-0.0119	-0.1379	-0.0914
Netherlands	-0.1485	-0.1977	0.0721	-0.0229
Norway	-0.1076	0.0112	-0.0547	-0.0641
Poland	0.2288	0.0236	0.2178	-0.0126
Slovak Republic	-0.1014	0.2548	-0.3639	0.0077
<b>Sub-national entities</b>				
Flanders (Belgium)	0.2288	0.1910	-0.0210	0.0589
<b>Partners</b>				
Russian Federation	0.1643	0.2707	-0.4412	0.3348

Source: PIAAC and author's calculations.