



# Intangible Capital and Wages: A Comparison of the Czech Republic, Finland and Norway

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## Country differences in intangible capital, 2006

	Czech Republic	Finland	Norway
Intangibles' share of GDP <sup>1</sup>	8.0	7.3	4.5
IC workers' share of white-collar manufacturing workers <sup>2</sup>	41.8	68.6	17.7
Female share of IC white-collar workers in manufacturing <sup>2</sup>	24.7	32.2	12.9

1: INNODRIVE database, 2005

2: About the datasets, see Asplund & Napari (2011)

# Overall framework

- Year investigated: **2006**
- Worker group analyzed: full-time **white-collar manufacturing** workers (age 18-64)

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  - **Years of formal education**

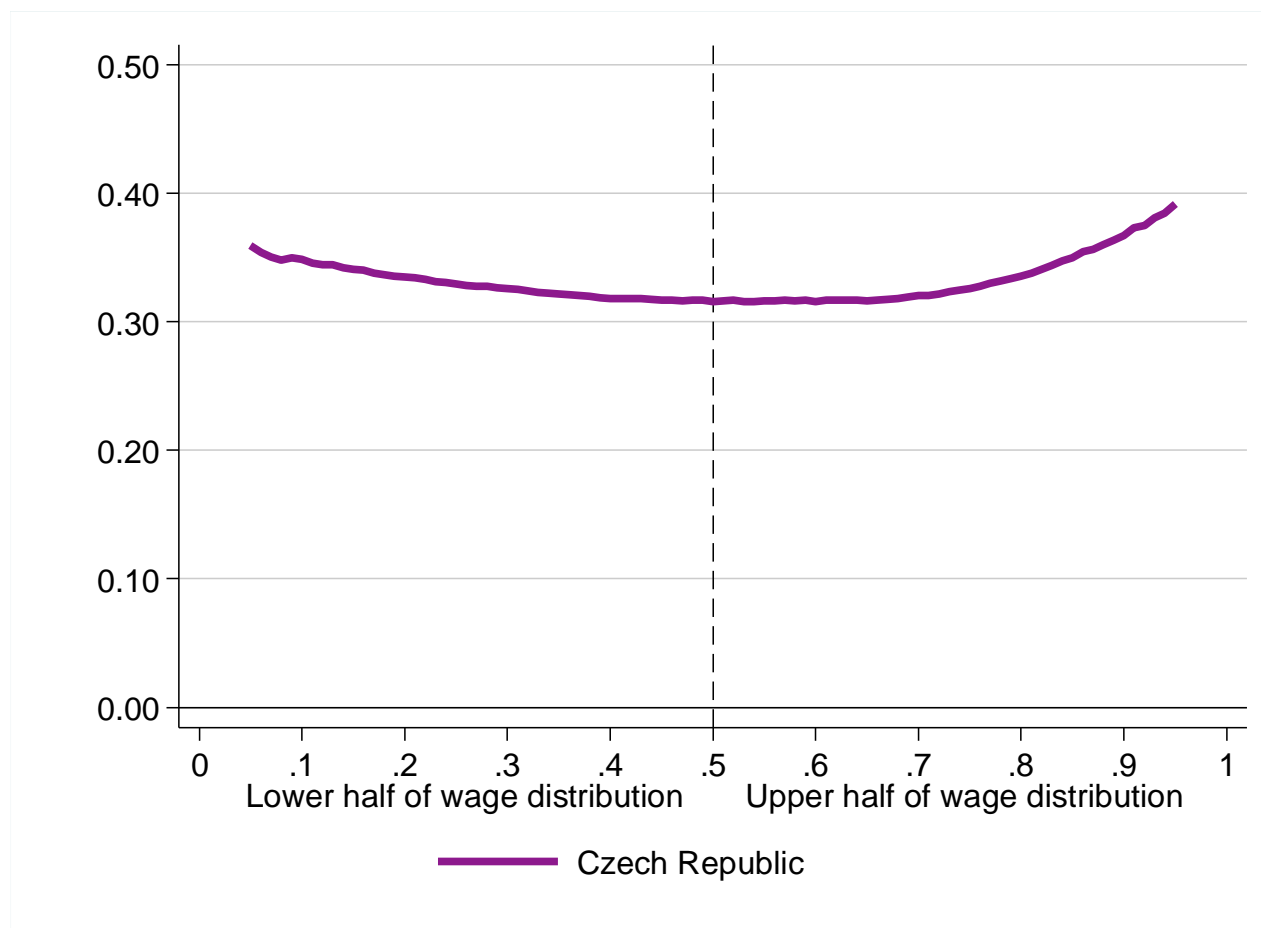
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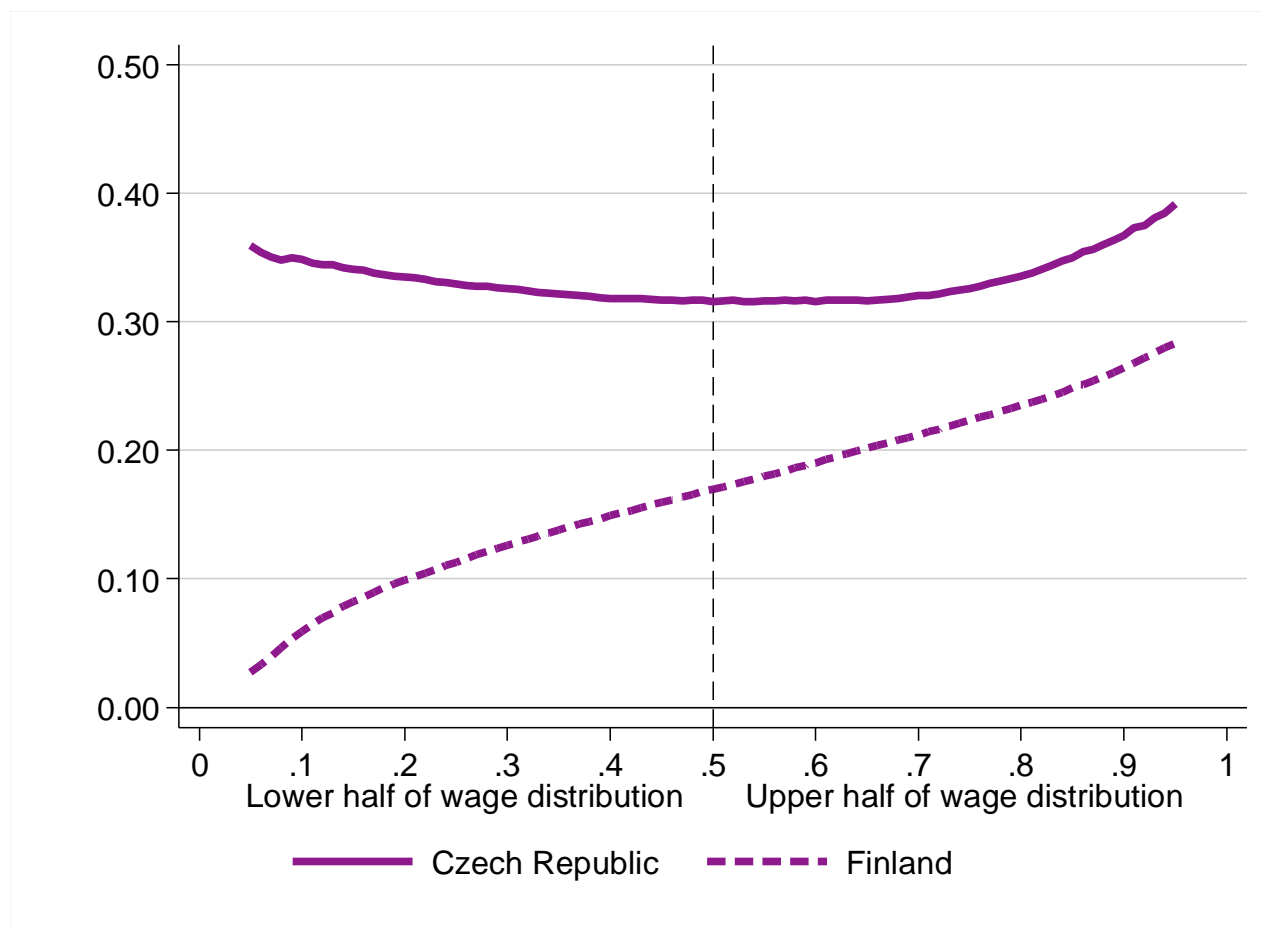
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  - **Years of seniority** (except for the Czech Republic)

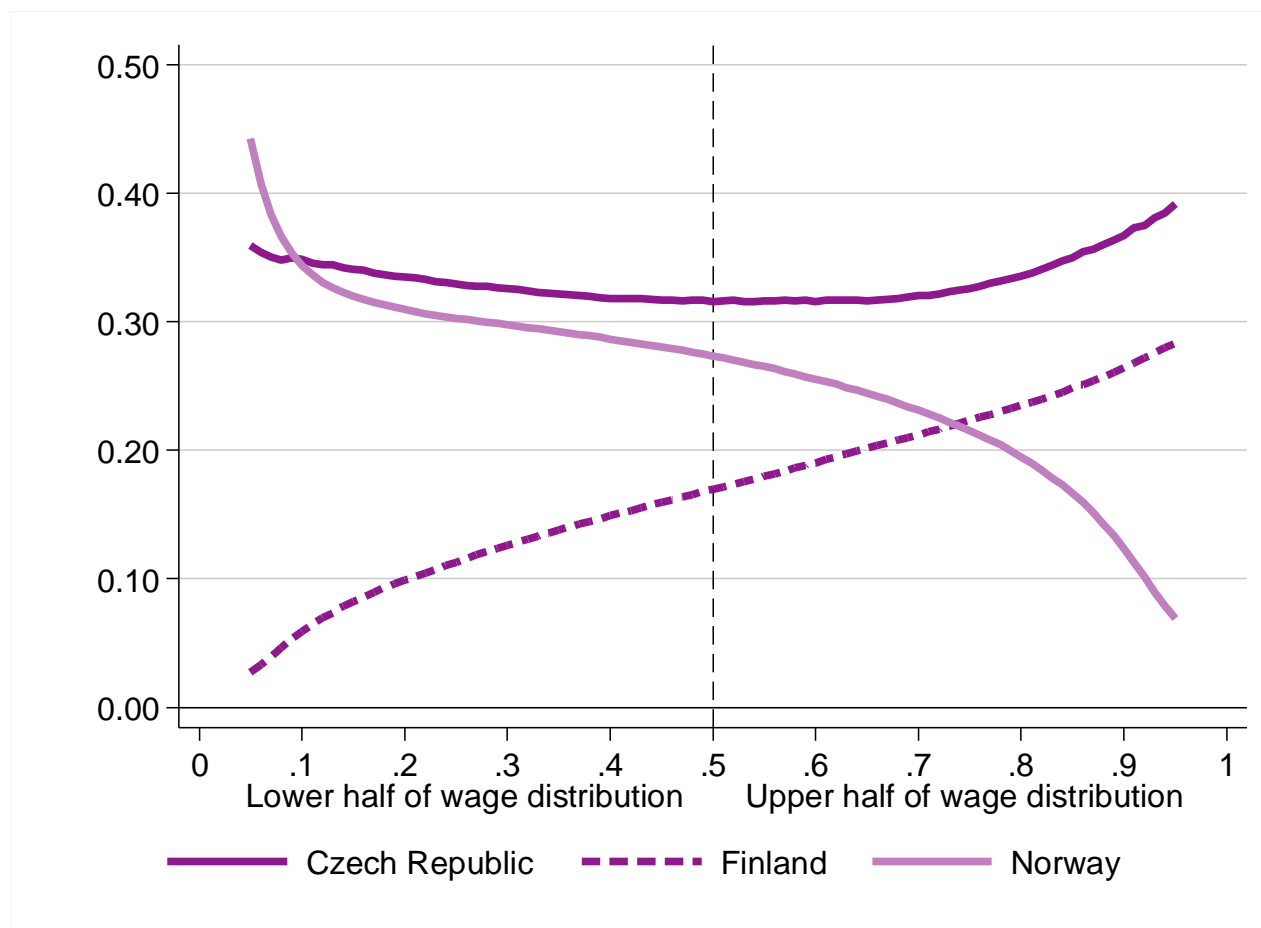
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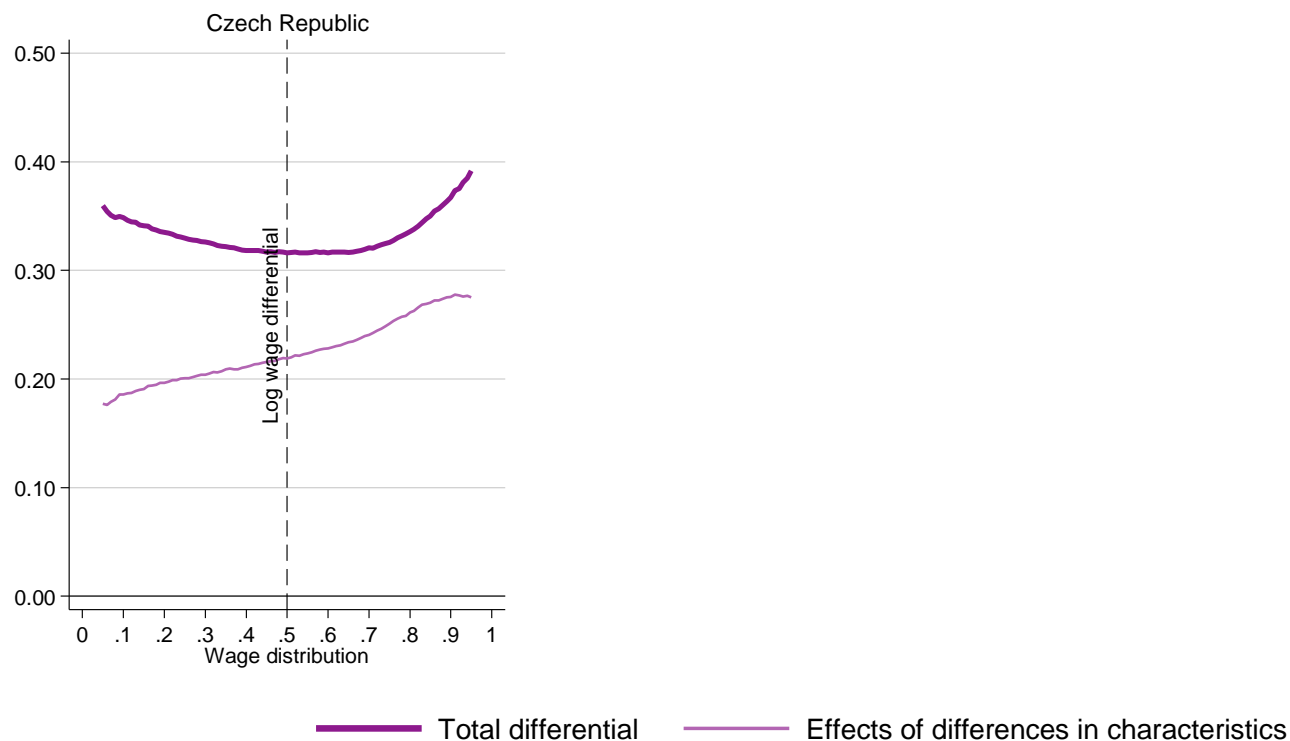
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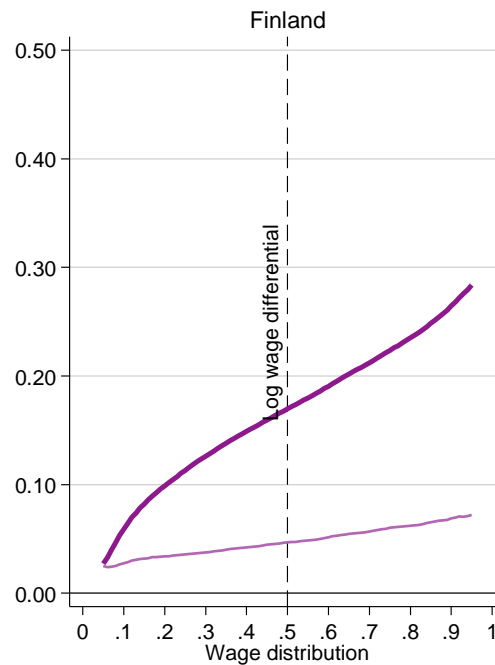
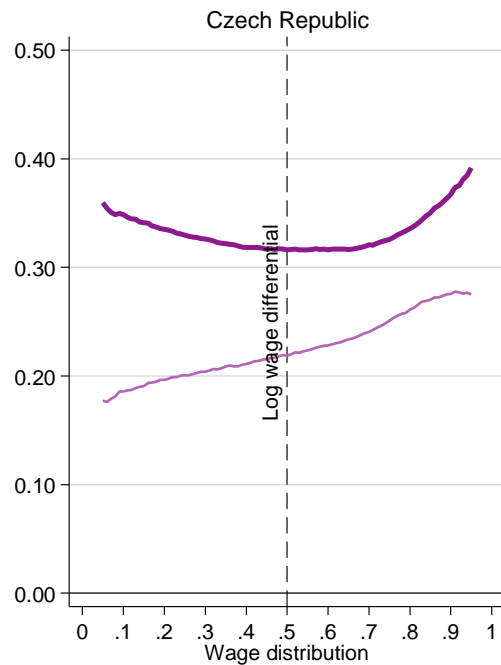
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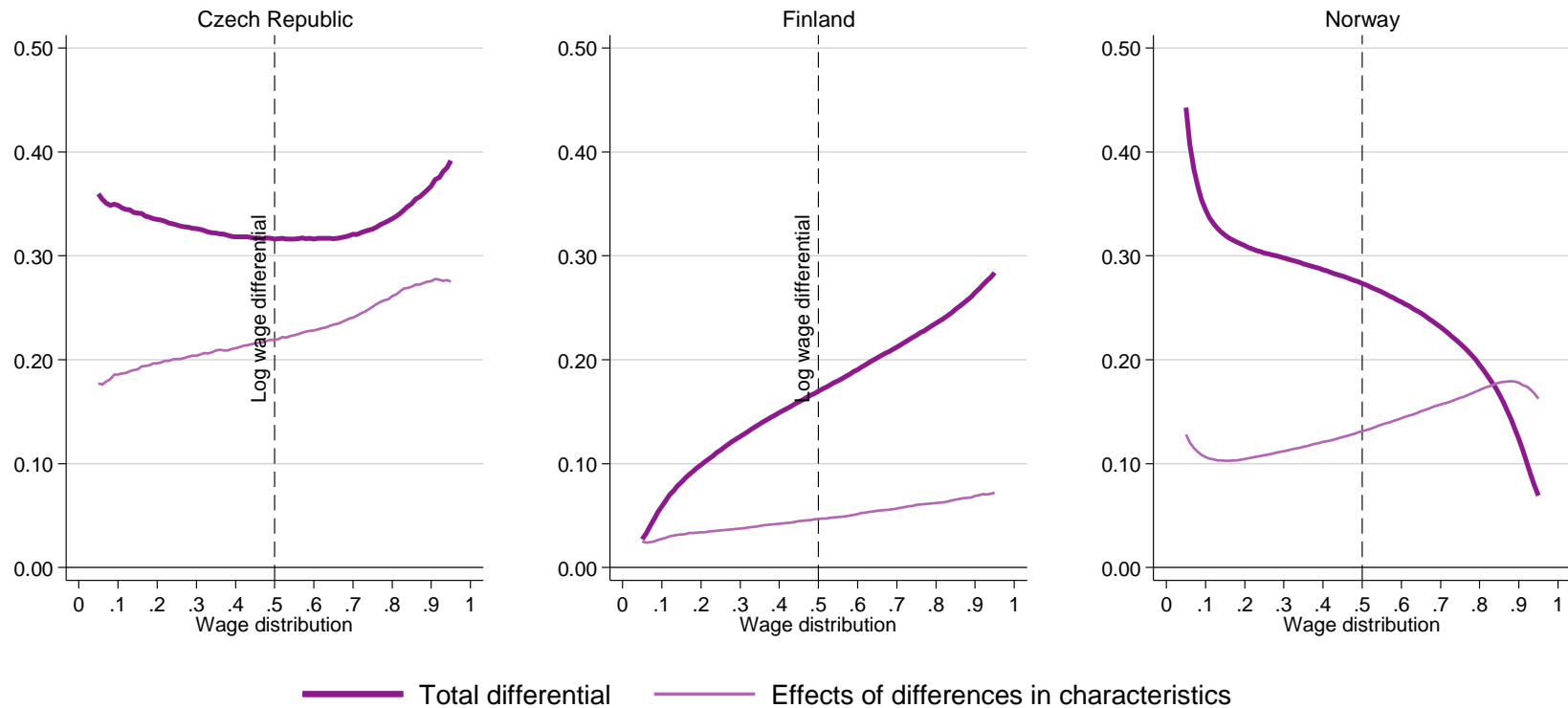


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— Total differential    — Effects of differences in characteristics

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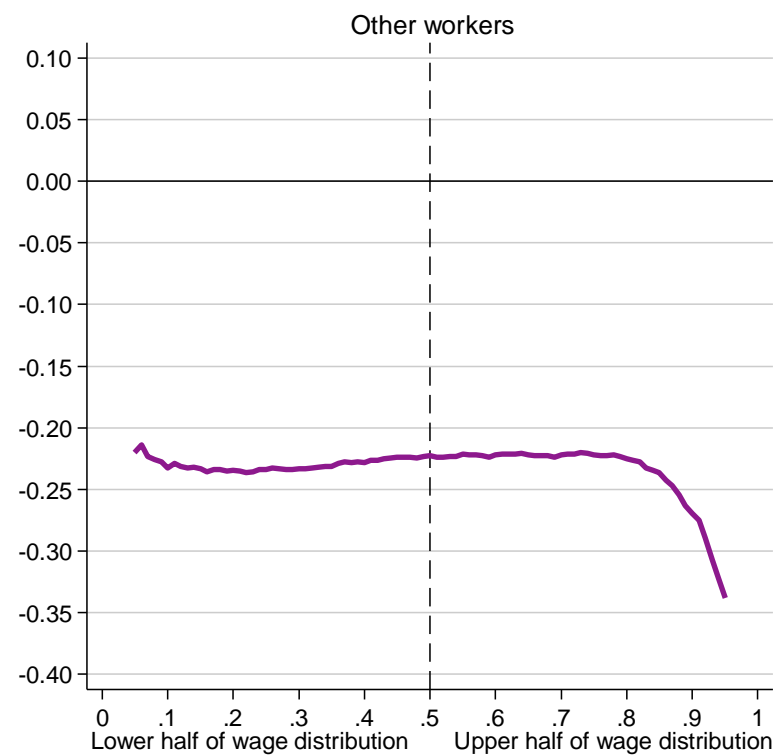
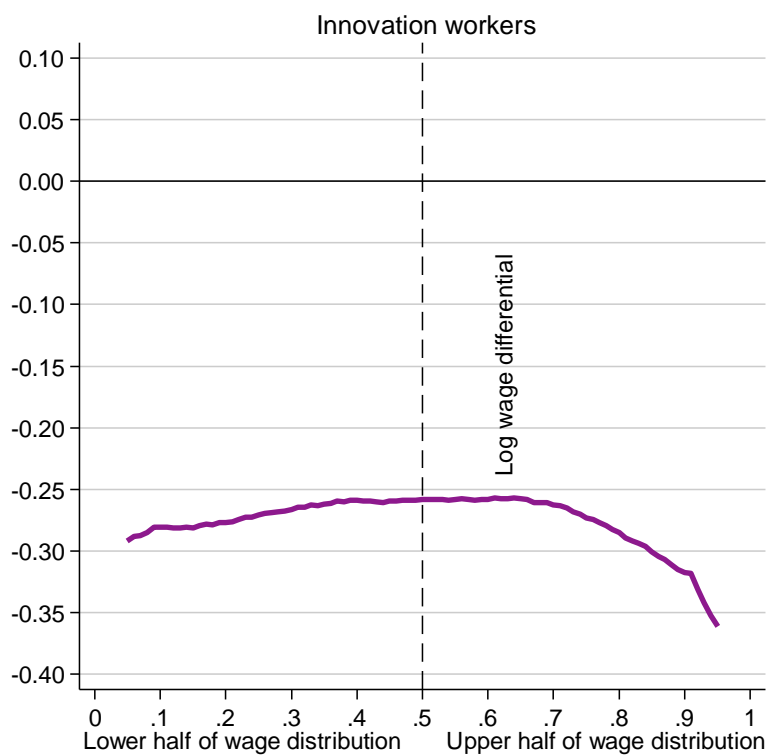


## Summary of main findings:

### General comparison across occupation groups

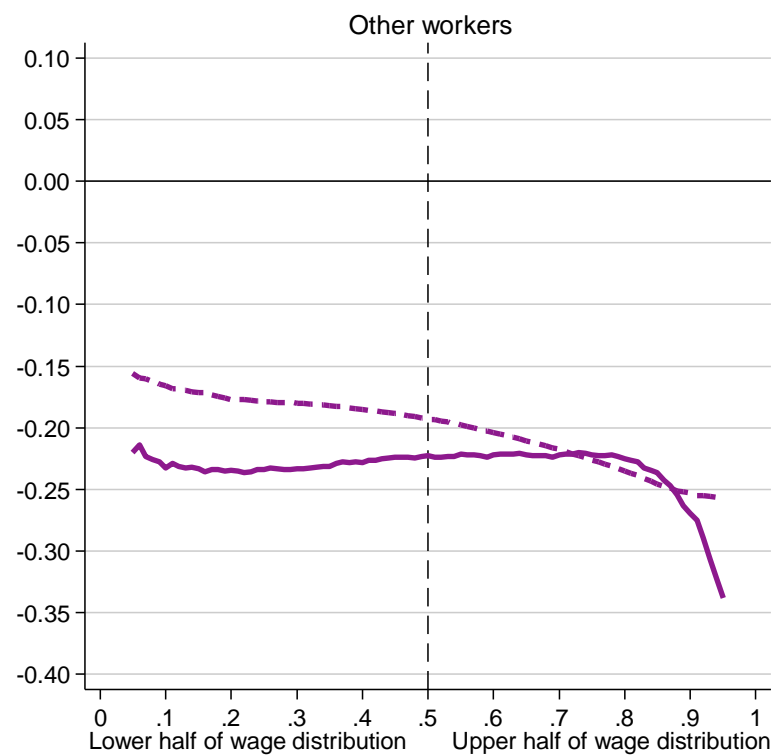
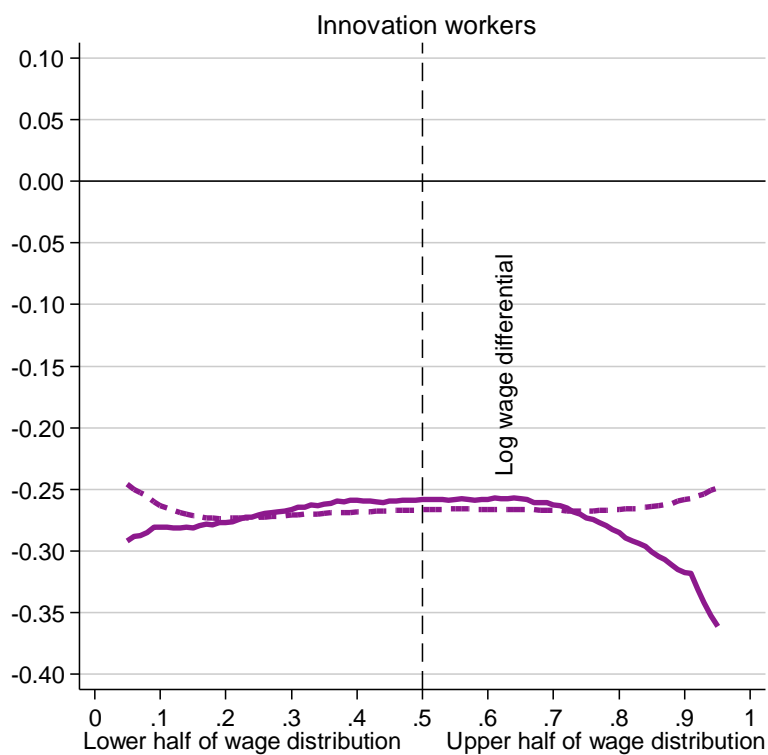
- In all three countries, **innovation workers have higher average wages** than non-innovation workers
- This average wage gap, however, hides **a lot of variation across the wage distribution**
- **Countries differ** both in terms of occupation wage-gap profiles and major factors contributing to the wage gap
- Difficult, although interesting, question is what drives country differences in results

# Gender wage gaps in IC group and non-IC group



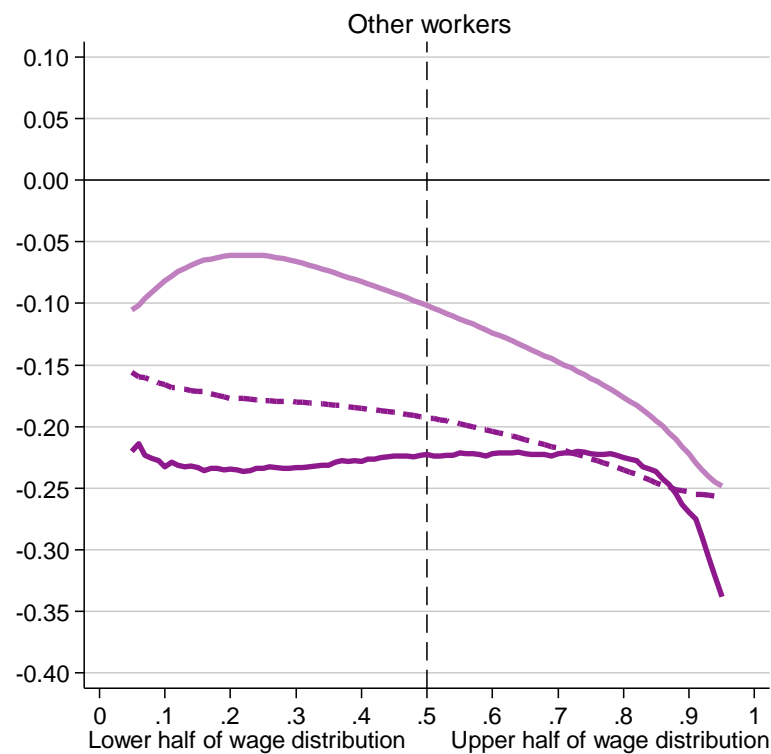
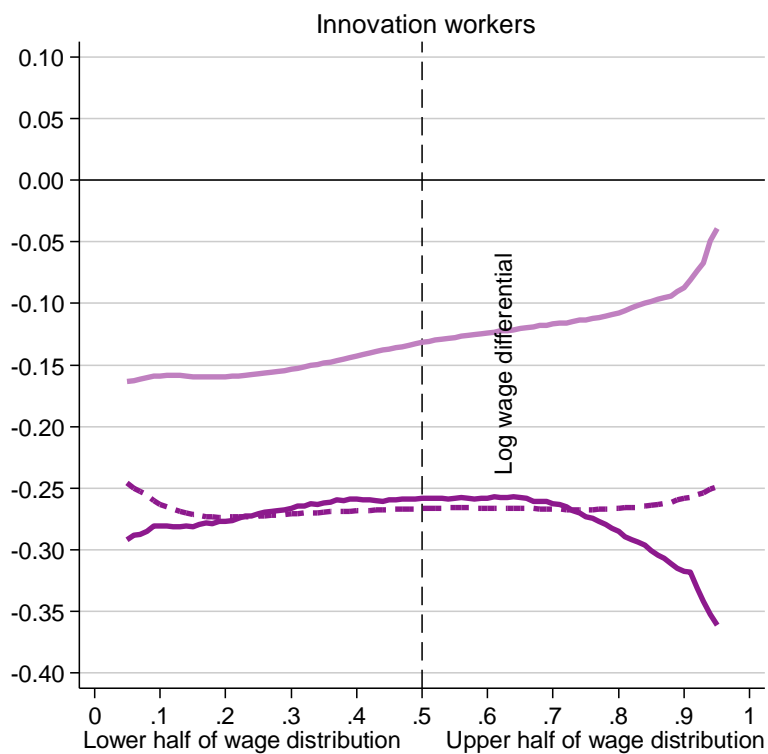
— Czech Republic

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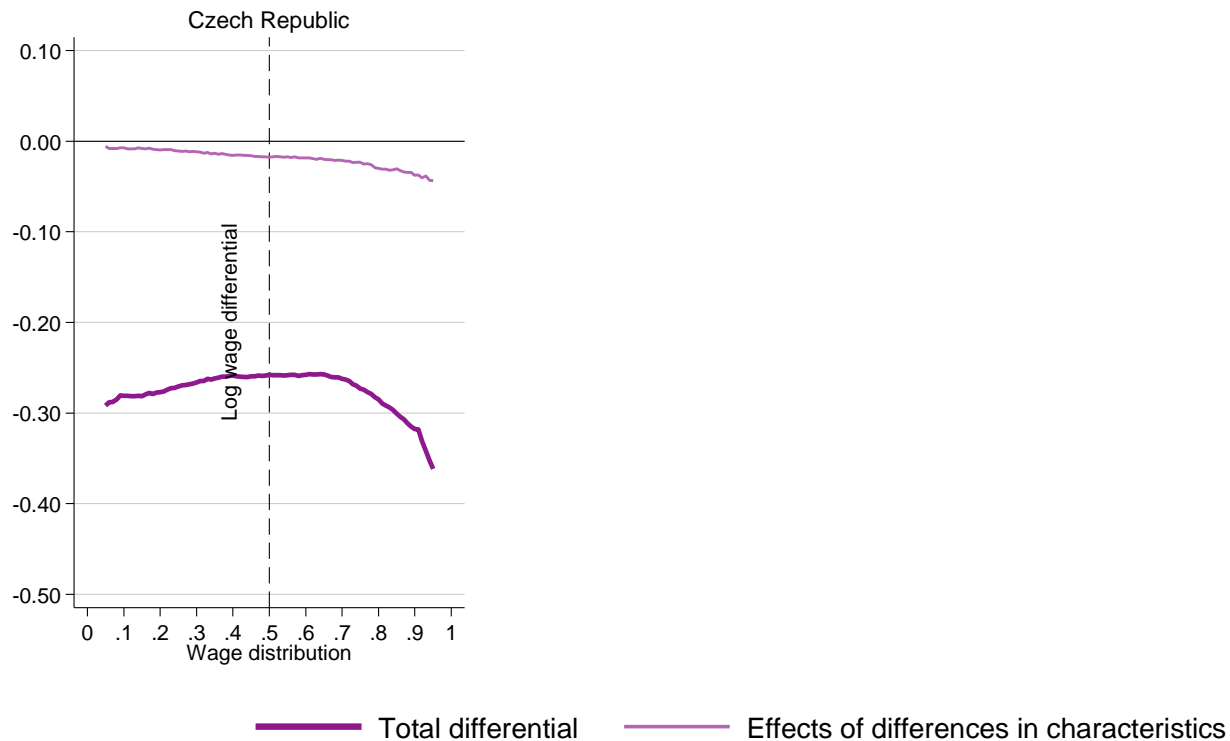
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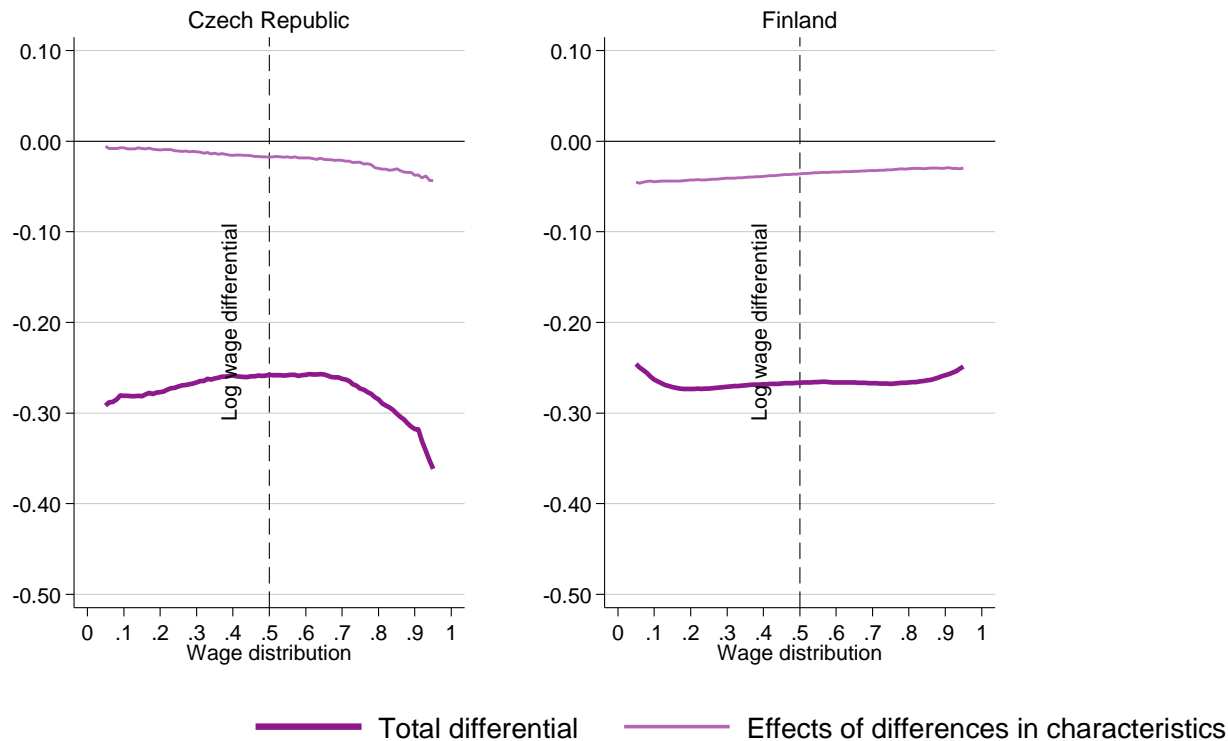


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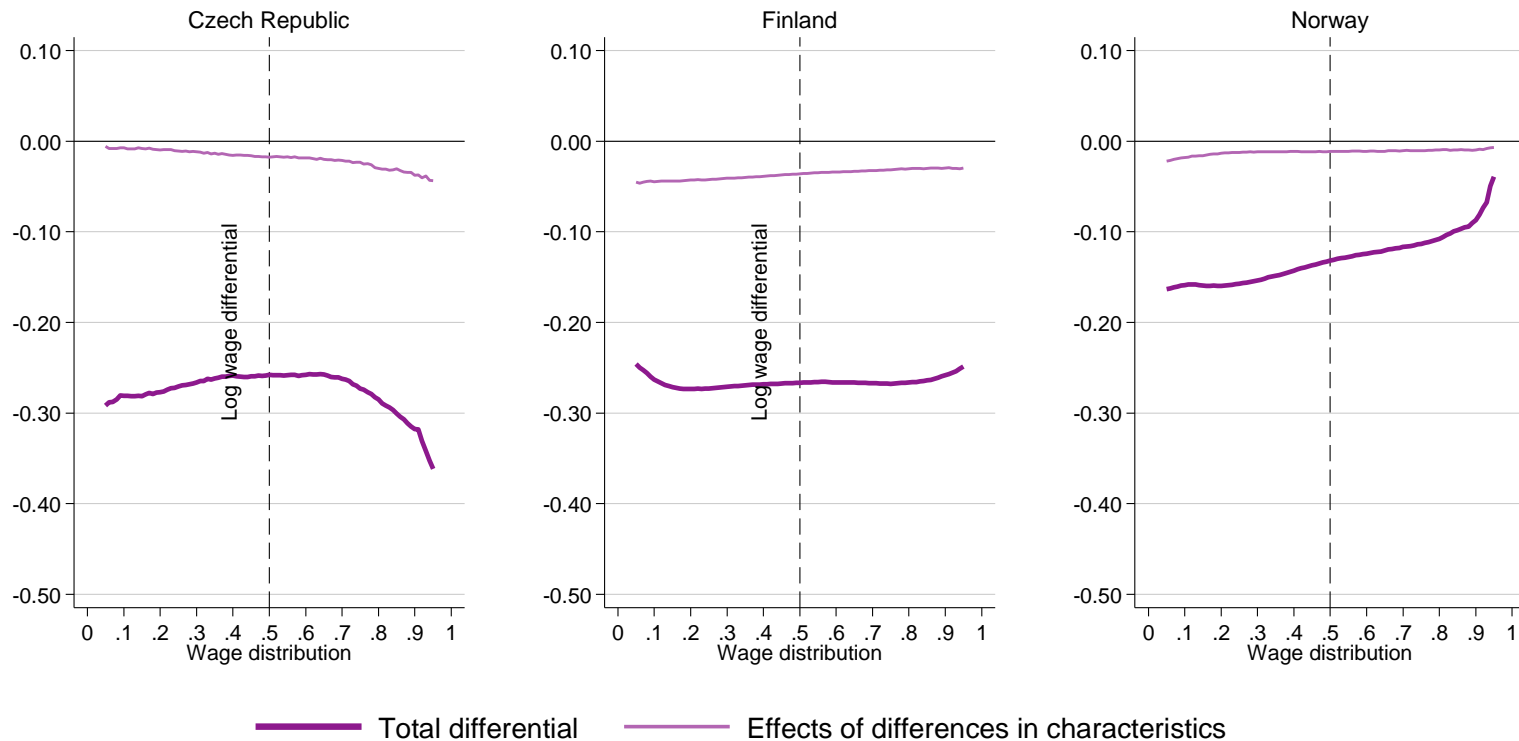
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# Summary of main findings:

## Gender wage gap analysis

- The gender wage gap is, on average, **slightly higher among innovation** than non-innovation workers
- Among **non-innovation** workers there is a tendency of **increasing gender wage gaps** when moving up through the wage distribution; no clear-cut pattern among innovation workers
- Gender wage gaps are due to males and females being **differently rewarded for similar human capital endowments**, not because of women having lower levels of basic human capital
- Again, what drives country differences in gender wage gaps across occupation groups?