

Wage Structure in France, 1979–1996

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Preliminary notes

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1. Description of the data

The DADS (Déclaration Annuelles de Données Sociales) is a longitudinal matched employer-employee data source collected by INSEE (Institut National de la Statistique et des Etudes Economiques) and maintained in the Division des Revenus/Exploitation des Fichiers Administratifs at INSEE. The data are based on a mandatory employer report of the gross earnings of each employee subject to French payroll taxes. The universe includes all statutory employed persons. Our analysis sample covers all individuals employed in French enterprises who were born in October of even-numbered years, with civil servants excluded. Our analysis sample runs from 1976 through 1996, with 1981, 1983 and 1990 excluded because the extracts from the master payroll records were not built for those years. The initial data set contained 16 millions observations. Each observation corresponds to a unique enterprise-individual-year combination. The observation includes an identifier that corresponds to the employee (called NNI below) and an identifier that corresponds to the enterprise (SIREN). For each observation, we have information on the number of days during the calendar year the individual worked in the establishment, as well as the full-time/part-time/intermittent/at home work-status of the employee. Each observation also includes, in addition to the variables listed above, the sex, month year and place of birth, occupation, total net nominal earnings during the year and annualized gross nominal earnings during the year for the individual, as well as the location and industry of the employing establishment. Nominal values were deflated by the consumer price index, and are written as thousands of 1980 FF.

Observation selection, variable creation, and imputation

An observation is identified by a combination of two identifiers, the firm ID and the person ID. The SIREN number has an internal structure that allows a check for coding errors. But, the NNI number has no such internal control. Although 90% of current DADS information is filed by the responding firm using an electronic medium (tape or diskette), the situation in the eighties was quite different. In that era, INSEE had to perform data entry by key punch from paper forms. Entry errors in the NNI occurred (exchange of two digits of the NNI, error in one of the digits, etc.). This phenomenon is well-known at INSEE but, despite many attempts, no general way of solving this problem was found. As a consequence, some observations have a NNI-year-SIREN combination such that no other observation has the same NNI. As a joint product, some NNI-SIREN combinations have a unique missing year. Consider now the case of a worker with observations in, say, 1978 and 1980 in the same enterprise (SIREN) but no observation for 1979. If true, this history would mean that the worker was employed until some date in 1978 (depending on the number of days worked, December 31 most likely) and also employed after some date in 1980 (depending on the number of days worked, January 1 most likely) in this firm but not employed at all during year 1979. This is very improbable. In particular, because there is a layoff procedure in France in which workers may be recalled by their firms after some period of unemployment. Suggestions of D. Verger (head of the Division Revenus, in charge of the DADS at the beginning of the nineties) led us to adopt the following solution. Whenever an observation was missing in a given year while the same NNI-SIREN combination exists for the preceding and the following year, we created an observation for the missing year with the same NNI-SIREN combination. (This added 193,148 observations). Earnings are computed as the geometric mean of the preceding and following wages (in real terms). All other variables are taken at their preceding year value.

Because of the 1982 and 1990 Census, the 1981, 1983 and 1990 DADS data were not available. We used the same principle as the one described above to impute missing observations. Hence, imputation was performed only for those individuals that were present in the same firm in 1980 and 1982 or 1982 and 1984 or 1989 and 1991. (This added 759,017 observations to the sample). All variables were imputed as above.

Multiple jobs

Until now, nothing in our procedure rules out multiple job holding. Multiple jobs are difficult to handle in our data because we only have information on the number of days worked in each NNI-year-SIREN combination. Hence, we do not know the starting and the ending date of the spell in that year (for all spells that last less than 360 days, the maximum). To be able to build spells of employment for each worker, we only kept those individuals that never had strictly more than three employers in any year. We computed the number of employers any worker had in a year. We kept in our analysis file those workers who had at most three different employers in each year. At this stage, our sample only contains workers who hold at most three simultaneous jobs in a given year. Then, we computed the sum of all days worked in each year. If this number was strictly larger than 720 days for some year, i.e. the worker necessarily had three simultaneous jobs at some point of this year, we deleted the individual from our sample.

We define a job spell as an uninterrupted period of employment for a given NNI in a given SIREN over, possibly, many years.

Beginning and end of job spells

Since workers can have at most three types of job spells in a year, the possible sequence of job spells are limited. This allows us to compute exactly the beginning and the ending dates of a job spell. First, we identified for each individual the starting and the end years of a job spell. Then, we ordered these sequences. The different cases are the following:

- When a job spell starts in year t but ends after December 31 of the same year, we compute the starting date within year t as $(360 - DP_t)/360$ where DP_t denotes the number of days worked in year t .
- The end date within year t of a spell is computed symmetrically if the spell started before year t as $(DP_t - 360)/360$.
- When a spell starts and ends the same year, and if there is no simultaneous job this year, the spell starts at the beginning of the year (January 1).
- When a worker has multiple spells that all start and end the same year, we assume that the sequence of job spells is organized as follows. As long as the sum of days worked in this year is less than or equal to 360, the job spells are put in sequence one after the other, the first one starting January 1. Any spell with a number of days worked, $DP_{1,t}$ such that $DP_{1,t} + DP_{k,t} > 360$ where $k=2,3$ (the other two potential spells) is also placed January 1. This finishes when the three spells (maximum possible) have been coded.
- If a job spell ends in year t but started at some previous date, any other job spell that took place the same year t will start at the end of this spell if the total number of days worked for these two spells is smaller or equal to 360 but starts January 1 otherwise. The third spell, if it exists, is placed after the first of the two spells for which the sum is smaller or equal to 360.
- The symmetric principles apply whenever a spell starts in year t and ends after December 31 for all spells that took place in year t .

At the end of this procedure, whenever a worker held three jobs simultaneously (think of a worker with three spells in a given year that all last 200 days), all his (her) observations were deleted. Altogether, both procedures for finding workers holding three simultaneous jobs or more eliminated from the sample 2,223,859 observations that correspond to 115,637 workers.⁴

Job duration

Individuals fell into two categories with respect to the calculation of job duration: those for whom the first year of observation was in 1976 with 360 worked days in that year and those that appear in the sample after this date or had less than 360 days of work in 1976. For the first category, we estimated the expected length of the in-progress employment spell by regression analysis using a supplementary survey, the 1978 Enquête sur la Structure des Salaires (ESS, Salary Structure Survey). In this survey,

respondent establishments provided information on seniority, occupation, date of birth, industry, and work location for a scientific sample of their employees. Using this information, Abowd, Kramarz, and Margolis (1999, AKM hereafter) estimated separate regressions for men and women that we use to predict seniority for the in-progress spells in 1976 with 360 days worked (all coefficients are reported in AKM see in particular the data appendix).

Finally, as in AKM, we eliminated observations for which the logarithm of the real annualized total compensation cost was more than five standard deviations away from its predicted value based on a linear regression model of this variable on sex, region, experience, and education (see once more the data appendix in AKM).

Having done all these selections and imputations, the final data set that we use contains 13,770,082 observations, corresponding to 1,682,080 individuals and 515,557 firms.

2. Notes on the tables

Only observations for full-time jobs were selected, as suggested in the instructions. The number of part-time jobs doubled between 1979 and 1996, an important element to keep in mind. The share of women in the labour force also increased, by more than 5 percentage points, so we could potentially find different results with tables by gender.

As our data only includes workers born on October of even-numbered years (in fact, a 25th of the total number of workers), some firm statistics are not completely relevant: mean employment and employment growth, for example, are estimated with a significant amount of uncertainty. In tables 4 we calculated the descriptive statistics for firms with more than 4 or 10 observations. The firms in this last category have approximately more than 250 employees.

Only three levels of qualification are available in the data; we use the top and the bottom ones for table 4 B and 4 C : 1) engineers, technicians and managers, 2) skilled workers and 3) unskilled workers. Due to the number of observations per firm, we only calculated the statistics by quartile for the firms with the largest number of observations.

Table 1 : Macroeconomic Conditions					
	Unemployment rate, ILO	GDP	GDP 5 years	Percentage of part time workers	Percentage of women in labour force
1970	2,5	5,5%			35,7
1971	2,7	4,8%		5,8	36,1
1972	2,8	4,4%		5,8	36,5
1973	2,7	5,4%		5,9	36,8
1974	2,8	3,1%	4,6%	5,9	37,0
1975	4,1	-0,3%	3,5%	8,1	37,4
1976	4,5	4,2%	3,4%	8,1	38,0
1977	5,0	3,2%	3,1%	8,7	38,6
1978	5,3	3,4%	2,7%	7,9	39,0
1979	5,9	3,3%	2,8%	8,2	39,5
1980	6,3	1,6%	3,1%	8,3	39,9
1981	7,4	1,2%	2,5%	8,4	40,3
1982	8,1	2,6%	2,4%	9,2	40,8
1983	8,4	1,5%	2,1%	9,7	41,3
1984	9,8	1,6%	1,7%	10,3	41,8
1985	10,2	1,5%	1,7%	11,0	42,2
1986	10,4	2,4%	1,9%	11,8	42,5
1987	10,5	2,5%	1,9%	11,8	43,0
1988	10,0	4,6%	2,5%	12,1	43,1
1989	9,4	4,2%	3,0%	12,1	43,3
1990	8,9	2,6%	3,3%	12,0	43,4
1991	9,3	1,0%	3,0%	12,0	43,7
1992	10,2	1,5%	2,8%	12,7	44,2
1993	11,5	-0,9%	1,7%	13,9	44,5
1994	12,1	2,1%	1,2%	14,8	44,9
1995	11,4	1,7%	1,1%	15,6	45,0
1996	12,0	1,1%	1,1%	16,0	45,2
1997	12,1	1,9%	1,2%	16,8	45,4
1998	11,5	3,4%	2,0%	17,2	45,6
1999	10,8	3,2%	2,3%	17,3	45,7
2000	9,5	3,8%	2,7%	16,9	45,8
2001	8,7	2,1%	2,9%	16,4	45,9
2002	9,0	1,2%	2,7%	16,2	46,1

Table 2: Structure of Wages Within and Between Firms

	Wage			Log wage		
	1979	1989	1996	1979	1989	1996
Average Wage, observation = a person	52,1	54,5	59,0	3,76	3,80	3,90
(s.d.)	72,3	54,2	56,2	0,59	0,61	0,55
(90%-ile)	82,8	88,1	94,9	4,42	4,48	4,55
(10%-ile)	24,9	26,2	29,7	3,22	3,27	3,39
[N – workers]	638 416	660 020	705 815	638 416	660 020	705 815
Average of firm average wage, observ = a firm	47,0	50,0	53,0	3,64	3,71	3,79
(s.d.)	61,9	44,9	48,1	0,56	0,56	0,51
(90%-ile)	73,7	80,4	84,4	4,24	4,33	4,39
(10%-ile)	23,6	25,0	28,4	3,14	3,18	3,34
[N – firms]	197 467	222 671	232 043	197 467	222 671	232 043
Average of s.d. of wage, observ = a firm	22,8	23,9	23,6	0,38	0,39	0,34
(s.d.)	57,9	43,3	47,3	0,33	0,34	0,28
(90%-ile)	48,1	51,5	51,3	0,79	0,83	0,70
(10%-ile)	2,2	2,3	2,1	0,06	0,06	0,05
[N – firms]	71 031	76 141	77 400	71 031	76 141	77 400
Average Coefficient of variation of wages, observ = a firm)	37,3	37,6	33,7	10,48	10,63	8,75
(s.d.)	30,5	30,1	26,6	10,40	10,44	22,61
(90%-ile)	77,7	78,6	70,4	20,96	21,86	17,59
(10%-ile)	6,2	6,1	5,4	1,71	1,64	1,44
[N – firms]	71 031	76 141	77 400	71 031	76 141	77 400
Correlation(average wage, s.d. of wage), observ = a firm	0,83	0,84	0,85	0,06	0,03	0,23
Average Wage for workers between 25 and 30, observation = a person	46,4	46,5	50,1	3,72	3,71	3,81
(s.d.)	54,9	42,1	36,8	0,47	0,50	0,42
(90%-ile)	65,5	68,3	73,7	4,18	4,22	4,30
(10%-ile)	26,3	26,6	30,0	3,27	3,28	3,40
[N – workers]	133 281	136 947	133 463	133 281	136 947	133 463
Average Wage for workers between 45 and 50, observation = a person	62,8	69,8	71,5	3,94	4,03	4,10
(s.d.)	76,8	72,1	63,3	0,58	0,62	0,53
(90%-ile)	104,9	121,2	117,7	4,65	4,80	4,77
(10%-ile)	28,9	31,4	34,5	3,36	3,45	3,54
[N – workers]	68 421	65 218	101 432	68 421	65 218	101 432

Table 3: Wage dynamics

	Wage			Log wage		
	1979	1989	1996	1979	1989	1996
Average change in wage observation = a person	0,8	2,0	0,8	0,015	0,032	0,017
(s.d.)	75,8	43,8	50,5	0,336	0,346	0,294
90%-ile	9,3	11,8	10,1	0,224	0,247	0,206
10%-ile	-8,0	-6,9	-7,3	-0,175	-0,149	-0,146
[N – workers]	489 719	488 537	526 313	489 719	488 537	526 313
Average of firm average change in wage, observ = a firm	1,7	2,8	1,8	0,028	0,046	0,030
(s.d.)	69,5	35,3	46,7	0,294	0,299	0,261
90%-ile	9,4	12,2	10,0	0,240	0,270	0,216
10%-ile	-6,8	-5,9	-5,8	-0,152	-0,133	-0,120
[N – firms]	138 203	150 709	159 871	138 203	150 709	159 871
Average of s.d. of change in wage, observ = a firm	12,5	12,3	11,0	0,183	0,185	0,135
(s.d.)	71,5	40,9	43,1	0,236	0,241	0,174
90%-ile	20,3	22,8	21,0	0,420	0,443	0,316
10%-ile	0,9	0,7	0,6	0,019	0,017	0,013
[N – firms]	46 529	47 531	50 752	46 529	47 531	50 752
Avg Coefficient of variation of change in wages, observ = a firm)	54	63	40	76	28	50
(s.d.)	4419,4	3670,6	3618,9	4339,255	3602,876	3900,092
(90%-ile)	464,4	426,6	432,5	464,649	414,212	432,640
(10%-ile)	-422	-352	-354	-422	-375	-358
[N – firms]	46 529	47 531	50 752	46 529	47 531	50 752
Avg change in wage for people who change firms, observ = a person	-1,3	0,3	-4,9	0,015	0,045	-0,003
(s.d.)	73,2	61,5	82,4	0,573	0,606	0,519
90%-ile	17,5	21,7	20,9	0,521	0,602	0,483
10%-ile	-18,7	-19,3	-22,9	-0,489	-0,494	-0,499
[N – workers]	47 803	51 114	48 959	47 803	51 114	48 959
Avg change in wage for people with tenure < 3 years, observ = a person	0,9	2,3	-0,1	0,029	0,052	0,027
(s.d.)	77,4	44,3	58,0	0,404	0,423	0,378
90%-ile	11,5	14,8	14,2	0,324	0,372	0,331
10%-ile	-9,4	-8,8	-11,1	-0,239	-0,219	-0,254
[N – workers]	206 107	194 702	167 718	206 107	194 702	167 718
Avg change in wage for people with tenure ≥ 3 years, observ = a person	0,4	1,6	1,2	0,000	0,015	0,011
(s.d.)	75,9	43,9	46,8	0,238	0,249	0,224
90%-ile	6,3	8,3	6,8	0,120	0,139	0,112
10%-ile	-6,2	-4,8	-4,7	-0,112	-0,089	-0,083
[N – workers]	243 094	257 710	314 663	243 094	257 710	314 663

Table 4: Mobility
Panel A : All jobs

	All firms			Firms with 4+ observations (approx 100 employees)			Firms with 10+ observations (approx 250 employees)		
	1979	1989	1996	1979	1989	1996	1979	1989	1996
Number of firms	192 832	217 888	229 534	25 505	25 566	26 781	7 972	7 788	8 468
Observations (employees, multiply by 25) (s.d.)	2,6 30,2	2,4 24,1	2,4 33,8	15,1 92,2	14,5 77,8	15,3 110,8	37,5 162,6	36,1 138,5	37,6 195,2
Number of occupations (s.d.)	n/a			n/a			n/a		
Number of levels (s.d.)	n/a			n/a			n/a		
Employment growth (s.d.)	-0,17 0,69	-0,18 0,78	-0,20 0,70	-0,08 0,44	-0,07 0,48	-0,08 0,48	-0,05 0,37	-0,03 0,41	-0,06 0,38
Exit rate, <i>observ = person</i>	0,30	0,30	0,30	0,26	0,25	0,26	0,24	0,23	0,25
Exit rate (s.d.)	0,36 0,44	0,38 0,45	0,36 0,45	0,31 0,28	0,30 0,28	0,30 0,30	0,28 0,25	0,26 0,24	0,26 0,26
Exit rate, top quartile of firm wages (s.d.)	n/a			n/a			0,24 0,28	0,24 0,28	0,25 0,30
Exit rate, bottom quartile of firm wages (s.d.)	n/a			n/a			0,38 0,31	0,35 0,30	0,33 0,30
Exit rate, top decile of firm wages (s.d.)	n/a			n/a			n/a		
Exit rate, bottom decile of firm wages (s.d.)	n/a			n/a			n/a		
Entry rate (s.d.)	0,38 0,44	0,40 0,45	0,38 0,45	0,32 0,28	0,33 0,29	0,30 0,30	0,28 0,24	0,29 0,25	0,27 0,26
Entry rate, top quartile of firm wages (s.d.)							0,19 0,27	0,19 0,27	0,20 0,29

Entry rate, bottom quartile of firm wages (s.d.)	n/a						0,43	0,45	0,39
Entry rate, top decile of firm wages (s.d.)							0,31	0,31	0,31
Entry rate, bottom decile of firm wages (s.d.)	n/a			n/a					
% of employees who switch jobs* internally (s.d.)	n/a			n/a			n/a		
% of new jobs* filled internally (s.d.)									
% of workers who have been at firm 5+ years (s.d.)	30%	26%	29%	40%	35%	40%	44%	38%	44%
	41%	40%	42%	29%	31%	32%	27%	30%	30%
Correlation (exit rate, average wage), observ = a firm	-0,06	-0,07	0,01	-0,06	-0,05	0,05	-0,14	-0,08	0,06
Correlation(exit rate, average wage change), observ = a firm	-0,01	0,00	0,00	0,00	0,02	0,01	-0,01	0,02	0,04
Correlation(exit rate, s.d. of wage), observ = a firm	-0,01	0,00	0,03	0,01	0,03	0,06	0,01	0,04	0,10
Correlation (entry rate, average wage), observ = a firm	-0,08	-0,12	-0,07	-0,09	-0,09	0,00	-0,16	-0,15	0,00
Correlation(entry rate, average wage change), observ = a firm	-0,01	0,01	0,03	0,01	0,04	0,06	0,00	0,05	0,09
Correlation(entry rate, s.d. of wage), observ = a firm	-0,03	-0,04	-0,01	-0,01	-0,01	0,02	-0,01	0,00	0,05

Table 4: Mobility
Panel B : High-level jobs

	All firms			Firms with 4+ observations			Firms with 10+ observations		
	1979	1989	1996	1979	1989	1996	1979	1989	1996
Number of firms	55 081	77 270	80 833	3 813	5 169	6 339	1 317	1 812	2 142
Observations (employees, multiply by 25) (s.d.)	2,6 18,7	2,5 17,2	2,8 24,9	18,9 68,8	18,5 63,9	18,5 87,1	42,2 113,4	39,9 104,4	41,6 147,1
Number of occupations (s.d.)									
Number of levels (s.d.)									
Employment growth (s.d.)	0,12 0,44	0,15 0,61	0,15 0,68	0,19 0,34	0,23 0,58	0,21 0,50	0,17 0,25	0,20 0,28	0,18 0,40
Exit rate, <i>observ = person</i>	0,22	0,25	0,26	0,19	0,22	0,21	0,18	0,20	0,19
Exit rate (s.d.)	0,26 0,41	0,31 0,43	0,32 0,44	0,22 0,26	0,26 0,27	0,25 0,29	0,19 0,21	0,21 0,22	0,21 0,25
Exit rate, top quartile of firm wages (s.d.)							0,19 0,34	0,23 0,34	0,23 0,35
Exit rate, bottom quartile of firm wages (s.d.)							0,26 0,38	0,26 0,36	0,23 0,35
Exit rate, top decile of firm wages (s.d.)									
Exit rate, bottom decile of firm wages (s.d.)									
Entry rate (s.d.)	0,27 0,42	0,32 0,44	0,32 0,44	0,23 0,26	0,26 0,28	0,26 0,30	0,20 0,22	0,23 0,24	0,22 0,26
Entry rate, top quartile of firm wages (s.d.)									
Entry rate, bottom quartile of firm wages (s.d.)									

Entry rate, top decile of firm wages (s.d.)									
Entry rate, bottom decile of firm wages (s.d.)									
% of employees who switch jobs* internally (s.d.)									
% of new jobs* filled internally (s.d.)									
% of workers who have been at firm 5+ years (s.d.)	45% 47%	33% 44%	34% 44%	50% 31%	38% 33%	42% 33%	53% 28%	42% 31%	46% 31%
Correlation (exit rate, average wage), observ = a firm	-0,08	-0,06	0,04	-0,09	-0,05	0,08	-0,14	-0,08	0,13
Correlation(exit rate, average wage change), observ = a firm	0,01	0,01	0,01	0,03	0,01	0,00	-0,14	0,03	0,03
Correlation(exit rate, s.d. of wage), observ = a firm	0,02	0,00	0,06	0,03	0,04	0,11	0,01	0,04	0,20
Correlation (entry rate, average wage), observ = a firm	-0,11	-0,12	-0,05	-0,10	-0,11	0,08	-0,20	-0,15	0,05
Correlation(entry rate, average wage change), observ = a firm	0,01	0,03	0,03	0,04	0,08	0,07	-0,04	0,08	0,08
Correlation(entry rate, s.d. of wage), observ = a firm	-0,02	-0,04	0,02	-0,02	-0,02	0,10	-0,05	-0,02	0,15

Table 4: Mobility
Panel C : Low-level jobs

	All firms			Firms with 4+ observations			Firms with 10+ observations		
	1979	1989	1996	1979	1989	1996	1979	1989	1996
Number of firms	62 095	43 519	39 785	4 422	3 299	2 651	1 285	857	643
Observations (employees, multiply by 25)	2,4	2,4	2,3	15,0	13,3	13,9	34,6	30,8	35,7
(s.d.)	11,0	7,9	26,1	39,0	25,9	100,4	68,2	46,1	202,2
Number of occupations (s.d.)									
Number of levels (s.d.)									
Employment growth (s.d.)	0,22 0,73	0,25 0,74	0,21 0,81	0,26 0,55	0,30 0,57	0,30 1,26	0,23 0,33	0,27 0,37	0,37 2,31
Exit rate, observ = person	0,32	0,33	0,39	0,29	0,29	0,38	0,27	0,27	0,39
Exit rate (s.d.)	0,38 0,45	0,39 0,45	0,39 0,46	0,30 0,29	0,29 0,30	0,33 0,32	0,26 0,26	0,27 0,27	0,32 0,29
Exit rate, top quartile of firm wages (s.d.)							0,27 0,38	0,27 0,38	0,32 0,40
Exit rate, bottom quartile of firm wages (s.d.)							0,36 0,40	0,32 0,40	0,33 0,40
Exit rate, top decile of firm wages (s.d.)									
Exit rate, bottom decile of firm wages (s.d.)									
Entry rate (s.d.)	0,40 0,46	0,42 0,46	0,39 0,46	0,30 0,28	0,33 0,30	0,33 0,32	0,26 0,25	0,29 0,26	0,32 0,30
Entry rate, top quartile of firm wages (s.d.)									
Entry rate, bottom quartile of firm wages (s.d.)									

(s.d.)									
Entry rate, top decile of firm wages (s.d.)									
Entry rate, bottom decile of firm wages (s.d.)									
% of employees who switch jobs* internally (s.d.)									
% of new jobs* filled internally (s.d.)									
% of workers who have been at firm 5+ years (s.d.)	0,27 0,40	0,26 0,41	0,29 0,43	0,41 0,30	0,38 0,34	0,41 0,36	0,46 0,28	0,41 0,32	0,41 0,34
Correlation (exit rate, average wage), observ = a firm	-0,01	-0,05	0,05	-0,05	-0,06	0,11	-0,06	-0,07	0,13
Correlation(exit rate, average wage change), observ = a firm	-0,01	0,00	0,00	0,01	0,00	0,02	-0,01	-0,02	0,04
Correlation(exit rate, s.d. of wage), observ = a firm	0,05	0,06	0,08	0,04	0,07	0,14	0,16	0,11	0,16
Correlation (entry rate, average wage), observ = a firm	-0,07	-0,13	-0,04	-0,11	-0,11	0,02	-0,12	-0,11	0,11
Correlation(entry rate, average wage change), observ = a firm	0,00	0,00	0,02	0,05	0,03	0,06	0,10	0,03	0,09
Correlation(entry rate, s.d. of wage), observ = a firm	0,02	0,04	0,05	0,03	0,06	0,09	0,08	0,10	0,17