

MISMATCH EDUCATION IN THE RETAIL SECTOR

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Key words

Educational mismatch, labour mismatch, over-education, retail sector, inequality, dissatisfaction.

Summary

In this study we analyze the adjustment between qualification and professional requirements in the retail sector. At the same time we do a comparative analysis in order to test the hypothesis of significant differences on educational mismatch between retail sector and all the sectors including retail.

Labour dissatisfaction has been pointed out by scientific literature as a cause of over education (Büchel & Pollman-Schult, 2001). Educational mismatch as the disconnection between education and wage inequality has been widely explored considering altogether the whole set of economic activities. However, educational mismatch can also turn into a factor of inequality among economic sectors as a result of the different undergone labour mismatch (job offer and demand) in each sector.

For the analysis, we focused on two different sources of educational mismatch indicators: objective and subjective mismatch. Objective educational mismatch is defined as the objectively observed difference between educational requirements for a job and the educational achievements showed by the worker linked to this working place. While the subjective educational mismatch is defined as the auto-perceived difference considered by the worker when is asked about his / her capacity to do more difficult tasks than the ones done in the current job place due to his / her educational level.

Unfortunately, sources of data for empirical approach are not always homogenous regarding methodological and technical definitions. In this case, we have found more difficult in finding data for exploring the objective mismatch indicator than for the subjective one. The *Encuesta de Estructura Salarial* (Survey of Wage Structure) collects data for measuring difficulty of tasks distinguished in each work place, as well as the general educational level achieved by the worker that occupies the job. On the basis of these data, we do a contingency analysis to study the difference between the retail sector and the set of all sectors regarding the strength of the relationship between the worker education and the educational requirements for the tasks done.

On the other hand, the subjective mismatch data are gathered in the *European Community Household Panel (ECHP)* according to a standard and operative definition that facilitates its cross analysis. For the analysis we also do a contingency study to explore possible worst conditions in the retail sector than in the others.

With this analysis we try to put into relation the mismatch education and inequality and its effects on economics sectors where the working conditions are particularly eroded because of the effects of the globalization.