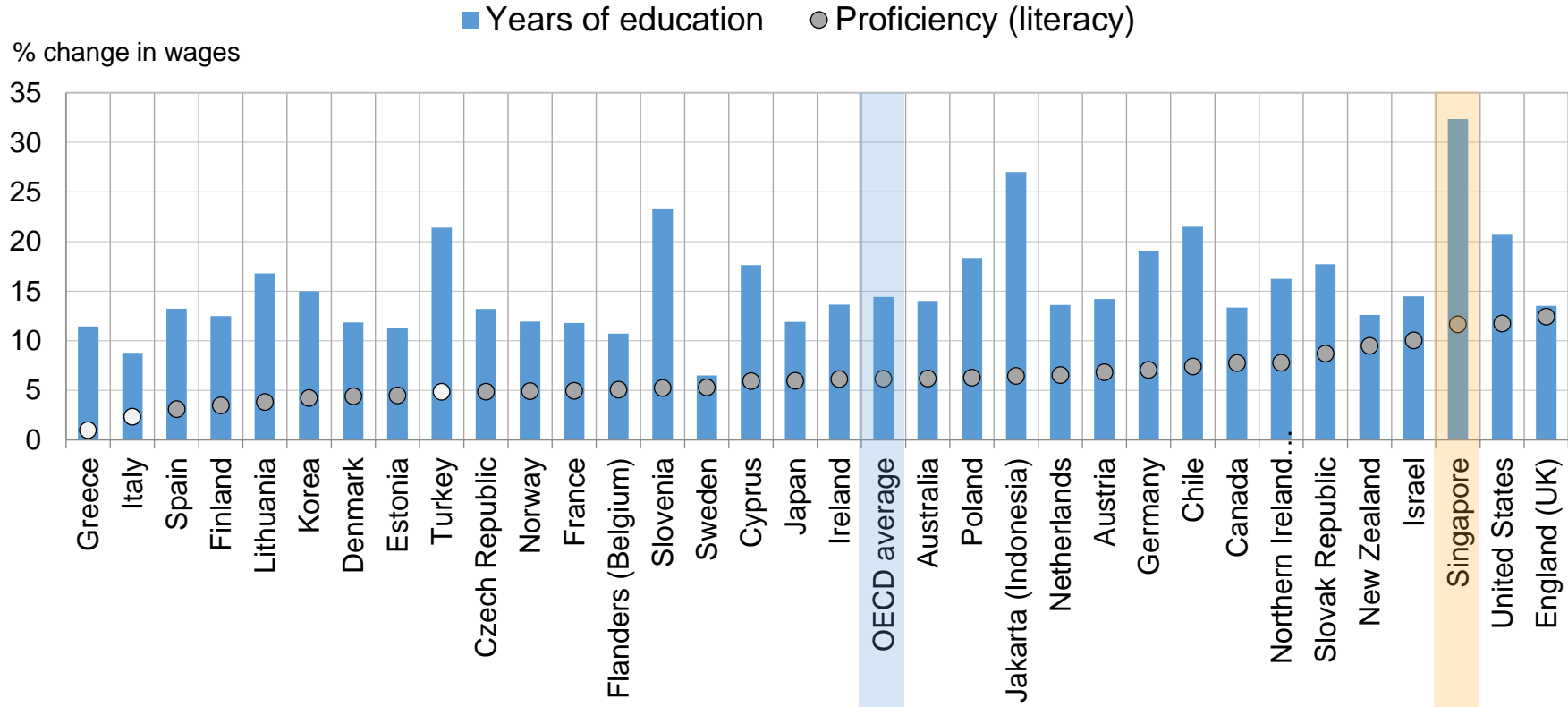


**Wage Returns to Years of Education and Literacy Skills**

Percentage change in wages associated with a change of one-standard-deviation in years of education (~3.2 years) and proficiency in literacy (~48 points)



Source: Survey of Adult Skills (PIAAC) (2012, 2015) Table A5.4

Notes: Hourly wages, including bonuses, are in PPP-adjusted USD (2012). Coefficients from the OLS regression of log hourly wages on years of education and proficiency are directly interpreted as percentage effects on wages. Coefficients are adjusted for use of reading skills at work, age, gender, foreign-born status and tenure. The wage distribution was trimmed to eliminate the 1st and 99th percentiles. The analysis excludes the Russian Federation because wage data obtained through the survey do not compare well with those available from other sources. Hence further checks are required before wage data for this country can be considered reliable. Statistically significant values (at the 10% level) are shown in a darker tone.