

# The **labour market** in the **Spanish hospitality industry**: An overview from a **gender perspective**

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The main objective of this study is to analyse the labour market of the hospitality industry in Spain from a gender perspective. For this proposal, the determinants of educational mismatch on workers' occupational mobility were analysed. The contribution of different types of gender segregation to the wage difference between male and female workers in the hospitality industry, from an explicit theoretical perspective, were also estimated. Following Marchante Ortega and Sánchez-Ollero (2004), the proposed indicator of workers' educational mismatch is based on the comparison between the worker's level of education and the educational level required to perform his/her job. The results shows that 53.6% of workers consider themselves adequately educated, 30.7% undereducated, and 15.7% overeducated.

In order to analyse potential determinants of workers' educational mismatch quantitatively, a logit multinomial model was estimated (Amemiya, 1981; Maddala, 1983). Equally, the analysis of mobility is based on a logit model. Furthermore for analysing the gender segregation a version of the well-known Oaxaca-Blinder model was used. The wage decomposition proposed by Oaxaca (1973) and Blinder (1973), and the expanded model proposed by Oaxaca-Ramson (1994) has been used widely in the field to study discrimination in the labour market. Particularly, for the Spanish case, this methodology was used by Campos-Soria, Ortega and Ropero-García (2009), Campos-Soria, Marchante-Mera and Ropero-García (2010), García-Pozo, Campos-Soria, Sánchez-Ollero and Marchante-Lara (2012), and Sánchez-Ollero, Marchante-Lara and Benavides-Chicón (2013), among others.

The data source used in this study is the database generated for the research project *Skill shortage, productivity and wages in the Andalusian tourism sector*. This survey collected the opinion of 3,314 workers and 302 employers (in 181 hotels and 121 restaurants with seven employees or more). The evidence shows the existence of substitutability relationships in the job between the components of workers' human capital: workers can compensate for their shortfall in education with greater amounts of experience and/or on-the-job training.

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Likewise, results indicate that educational mismatch may be permanent in the firms. On other vein, industrial and vertical segregation increase the wage differential; however, horizontal and category segregation helps to diminish this, although the impact of the latter is not very substantial. Regarding occupational segregation, women predominate in the worse-paid jobs, but their wages drop less than men's earnings.

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