

**Il Dipartimento di Economia
Organizza il Seminario**

COWORKER COMPLEMENTARITY

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Abstract:

How important is working with people who complement one's skills? Using administrative data that record which of 491 educational tracks each worker in Sweden absolved, I quantify the educational fit among coworkers along two dimensions: coworker match and coworker substitutability.

Complementary coworkers raise wages with a comparable factor as does a college degree, whereas working with close substitutes is associated with wage penalties. Moreover, this coworker fit does not only account for large portions of the urban and large-plant wage premiums, but the returns to own schooling and the urban wage premium are almost completely contingent on finding complementary coworkers.

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La partecipazione è aperta a tutti gli interessati